

| | | |
|--|---|--------------------------------|
| The Matter of the Impasse Between |) | |
| |) | |
| Ripon Unified School District |) | FACTFINDING REPORT |
| |) | AND RECOMMENDED |
| and |) | TERMS OF SETTLEMENT |
| |) | |
| Ripon Unified District Teachers' |) | |
| Association |) | |
| CTA/RUDTA |) | PERB CASE #SA-IM-3375-E |
| |) | REPORT ISSUED |
| |) | May 5, 2017 |

Hearing Held on April 10, 2017

COMPOSITION OF THE FACTFINDING PANEL

Impartial Chairperson: **John G. Moseley**
Fact-finder
36835 Lexington Avenue
Madera, CA 93636-8212

Ripon Unified School
District Panel Member: **John Gray, President**
School Services of California INC.
1121 L Street, Suite 1060
Sacramento, CA. 95814

Ripon Unified District Teachers'
Association CTA/RUDTA
Panel Member: **Brian McNally**
Negotiations and Organizational Development
California Teachers Association
5330 North Fresno Street
Fresno, CA 93710

MAKING PRESENTATIONS TO THE FACTFINDING PANEL:

**For Ripon Unified
School District:**

**Ron Bennett, CEO
School Services of California INC.
1121 L Street, Suite 1060
Sacramento, CA. 95814**

**For Ripon Unified District Teachers'
Association CTA/RUDTA:**

**Jamye Merritt
Regional Uniserv Staff
California Teachers' Association
7330 West Lane
Stockton, CA 95210-3310**

Additional Testimony by:

**Robyn Vdavi
Adam Serpa
Syd Reyes**

HISTORY OF NEGOTIATIONS

RUDTA Initial Proposal

Per MOU of April 28, 2015 the RUDTA proposed to open negotiations on the following:

1. Longevity Freeze
2. Class size
3. Evaluation language
4. Retirement language
5. Golden Handshake (research to start May, 2015)
6. Committee to be formed for stipend schedule revision, including, but not limited to, JV Tennis, Cheer (2seasons), and Science camp. Per 3.14.1 in the current contract, RUDTA proposed to open negotiations on increasing salary and benefits, and the ability of children of RUDTA members to attend the same site as their parent.

RUSD Initial Proposal

1. Article 5 - Hours and Calendar
2. Article 8 - Benefits
3. Article 9 - Leaves
4. Article 11 – Evaluations

| | |
|---------------------------|--------------------|
| First Meeting: | October 22, 2015 |
| Second Meeting: | December 2, 2015 |
| Third Meeting: | December 8, 2015 |
| Fourth Meeting: | December 16, 2015 |
| Fifth Meeting: | January 7, 2016 |
| Sixth Meeting: | January 21, 2016 |
| Seventh Meeting: | February 16, 2016 |
| Eighth Meeting: | March 18, 2016 |
| First Mediation Meeting: | May 23, 2016 |
| Second Mediation Meeting: | September 12, 2016 |

SALARY ISSUE

RUDTA – Opening proposal: 8% for one year or 6% and 6% each for two years.

RUSD - Opening proposal: 2 year contract, 1 and ½ % each year, plus some off-schedule money tied to adding professional development day.

RELEVANT FACTORS

California Government Code

3505.4. (a) The employee organization may request that the parties' differences be submitted to a factfinding panel not sooner than 30 days, but not more than 45 days, following the appointment or selection of a mediator pursuant to the parties' agreement to mediate or a mediation process required by a public agency's local rules. If the dispute was not submitted to mediation, an employee organization may request that the parties' differences be submitted to a factfinding panel not later than 30 days following the date that either party provided the other with a written notice of a declaration of impasse. Within five days after receipt of the written request, each party shall select a person to serve as its member of the factfinding panel. The Public Employment Relations Board shall, within five days after the selection of panel members by the parties, select a chairperson of the factfinding panel.

(b) Within five days after the board selects a chairperson of the factfinding panel, the parties may mutually agree upon a person to serve as chairperson in lieu of the person selected by the board.

(c) The panel shall, within 10 days after its appointment, meet with the parties or their representatives, either jointly or separately, and may make inquiries and investigations, hold hearings, and take any other steps it deems appropriate. For the purpose of the hearings, investigations, and inquiries, the panel shall have the power to issue subpoenas requiring the attendance and testimony of witnesses and the production of evidence. Any state agency, as defined in Section 11000, the California State University, or any political subdivision of the state, including any board of education, shall furnish the panel, upon its request, with all records, papers, and information in their possession relating to any matter under investigation by or in issue before the panel.

(d) In arriving at their findings and recommendations, the factfinders shall consider, weigh, and be guided by all the following criteria:

- (1) State and federal laws that are applicable to the employer.
- (2) Local rules, regulations, or ordinances.
- (3) Stipulations of the parties.
- (4) The interests and welfare of the public and the financial ability of the public agency.

(5) Comparison of the wages, hours, and conditions of employment of the employees involved in the factfinding proceeding with the wages, hours, and conditions of employment of other employees performing similar services in comparable public agencies.

(6) The consumer price index for goods and services, commonly known as the cost of living.

(7) The overall compensation presently received by the employees, including direct wage compensation, vacations, holidays, and other excused time, insurance and pensions, medical and hospitalization benefits, the continuity and stability of employment, and all other benefits received.

(8) Any other facts, not confined to those specified in paragraphs (1) to (7), inclusive, which are normally or traditionally taken into consideration in making the findings and recommendations.

(e) The procedural right of an employee organization to request a

factfinding panel cannot be expressly or voluntarily waived.

3505.5 (a) If the dispute is not settled within 30 days after the appointment of the factfinding panel, or, upon agreement by both parties within a longer period, the panel shall make findings of fact and recommend terms of settlement, which shall be advisory only. The factfinders shall submit, in writing, any findings of fact and recommended terms of settlement to the parties before they are made available to the public. The public agency shall make these findings and recommendations publicly available within 10 days after their receipt.

(b) The costs for the services of the panel chairperson selected by the board, including per diem fees, if any, and actual and necessary travel and subsistence expenses, shall be equally divided between the parties.

(c) The costs for the services of the panel chairperson agreed upon by the parties shall be equally divided between the parties, and shall include per diem fees, if any, and actual and necessary travel and subsistence expenses. The per diem fees shall not exceed the per diem fees stated on the chairperson's résumé on file with the board. The chairperson's bill showing the amount payable by the parties shall accompany his or her final report to the parties and the board. The chairperson may submit interim bills to the parties in the course of the proceedings, and copies of the interim bills shall also be sent to the board. The parties shall make payment directly to the chairperson.

(d) Any other mutually incurred costs shall be borne equally by the public agency and the employee organization. Any separately incurred costs for the panel member selected by each party shall be borne by that party.

(e) A charter city, charter county, or charter city and county with a charter that has a procedure that applies if an impasse has been reached between the public agency and a bargaining unit, and the procedure includes, at a minimum, a process for binding arbitration, is exempt from the requirements of this section and Section 3505.4 with regard to its negotiations with a bargaining unit to which the impasse procedure applies.

Agreed to Stipulations

Proposed Stipulations could not be agreed upon, therefore there were no stipulations set.

ISSUE(S)

| Issue | District Position | Association Position |
|---|--|---|
| <u>Article 3 Salary and Other Compensation</u> | <u>Salary Increase:</u> <ul style="list-style-type: none"> One year agreement 3% Two Year Agreement: 3% for 2015-16 and 2% for 2016-17 | <u>Salary Increase:</u> <ul style="list-style-type: none"> One year agreement: 6.5% Two Year agreement: 3% retroactive to 7/1/15, 3% retroactive to 1/1/16, and 4% for 2016-17. |
| | <u>Longevity Freeze:</u> <ul style="list-style-type: none"> Status Quo | <u>Longevity Freeze:</u> <ul style="list-style-type: none"> Change from 5 year freezes to 2 or 3 year freezes. |
| | <u>JROTC Compensation:</u> <ul style="list-style-type: none"> Status Quo | <u>JROTC Compensation:</u> <ul style="list-style-type: none"> Start new JROTC instructors in Column F, Year 20 on salary schedule. |
| <u>Article 4 Co-Curricular and Supplementary Wages:</u> | <u>Ag Teachers:</u> <ul style="list-style-type: none"> Stipend split as follows – 20% department head, 20% farm manager, 16% FFA coordinator | <u>Ag Teachers:</u> <ul style="list-style-type: none"> Stipend split 20%-20%-20% |
| | <u>Stipend Schedule Revision:</u> <ul style="list-style-type: none"> Committee formed and tentatively agreed. | <u>Stipend Schedule Revision:</u> <ul style="list-style-type: none"> Committee formed and tentatively agreed. |
| <u>Article 5 Hours and Calendar</u> | <u>Calendar adjustment</u> <ul style="list-style-type: none"> Add two (2) staff development days to 2016-17 at per diem rate – August 5 (flex day – work in classroom on August 5 or prior day) and August 8. | <u>Calendar adjustment:</u> <ul style="list-style-type: none"> Add two (2) staff development days to 2016-17 at per diem rate – August 5 (flex day – work in classroom on August 5 or prior day) and August 8. |
| <u>Article 6 Class Size</u> | <u>Article 6.6:</u> <ul style="list-style-type: none"> Status Quo | <u>Article 6.6:</u> <ul style="list-style-type: none"> Language with more teeth than just to meet with administrator. |

| | | |
|--|---|---|
| <u>Article 8 Benefits:</u> | <u>Retirement Language:</u> <ul style="list-style-type: none">• Status Quo | <u>Retirement Language:</u> <ul style="list-style-type: none">• Delete 60-65 age on retirement issues and change current to age 55-65. |
| | <u>District contribution towards benefits (8.2):</u> <ul style="list-style-type: none">• New language: if health benefit cap exceeds the plan selected, the following shall apply: the health benefit cap shall first be applied to medical insurance premiums, then to dental insurance premiums, then to vision insurance premiums. Article 8.2 may be reopened as required by the Federal Affordable Health Care Act by statute, or to maintain fiscal prudence, or by mutual agreement. | <u>District contribution towards benefits (8.2):</u> <ul style="list-style-type: none">• New language: If health benefit cap exceeds the plan selected, the following shall apply: the health benefit cap shall first be applied to medical insurance premiums, then to dental insurance premiums, then to vision insurance premiums. Article 8.2 may be reopened as required by the Federal Affordable Health Care Act by statute, or to maintain fiscal prudence, or by mutual agreement. |
| <u>Article 11 Evaluation</u> | <ul style="list-style-type: none">• Committee formed from both administration and Association members to research and have something for next year's bargaining table. | <ul style="list-style-type: none">• Committee formed from both administration and Association members to research and have something for next year's bargaining table. |
| <u>Placement of Teacher's Personal Children</u> <i>Board policy change, not in contract</i> | <ul style="list-style-type: none">• Priority may be given to children of district teachers to attend their current school site. Children of transferred teachers may be given priority at the new site. | <ul style="list-style-type: none">• Give priority to children of teachers in District. |
| <u>Tentative Agreements</u> | | |
| Article 3: Masters degree stipend | | |
| Article 4: High School Counselor Stipend/Hours | | |
| Article 8: PARS Early Retirement Incentive | | |

RELAVENT FACTS FROM THE HEARING

On April 10th we met at San Joaquin County Office of Education in the Justice Room at 9:30AM to conduct a fact-finding hearing in this case and the panel members were myself, John Moseley, John Gray, for the employer, and Brian McNally for the Association. Ron Bennett was the primary presenter for the District, and Jamye Merritt was the primary presenter for the Association.

Stipulations were put forth by the employer but not agreed to by the Association, therefore there were no stipulations.

Mr. Bennett informed the Panel that the District would not be claiming an inability to pay. As such, the only reference to the budget in my recommendations will be as it deals with salary for the bargaining unit. The employer has sufficient funds to cover the recommended and proposed settlement, and as such there is no need to be auditing the District's budget.

Both sides had conceptually agreed to the language issues identified in the Issues statement. While discussing with both the District and Association representative, they were both agreeable to new general language for the collective bargaining agreement which can be found here in the Appendix pgs. 28-36. The parties will have to meet again to work out specific language implementing the general agreement language.

There was a proposal to include the Board Policy #5116.1 regarding RUDTA teachers' children attending the same school where their parent teaches, into the Collective Bargaining Agreement. However, because most of the time and energy was spent on other language, and in particular salary, there was not a great deal of discussion into the Board Policy details.

The Ripon Unified School District has less than 40% of its students in the LCFF category of unduplicated students; meaning students in foster care, receiving free lunch, living in concentrated poverty. This low number denies the District access to supplemental LCFF funds to assist in providing education for their students. Despite this, the District is in good fiscal condition.

I am retaining jurisdiction in this case.

RECOMMENDATIONS

1. RUSD Board Policy #5116.1:

I am not recommending the inclusion of the Association's proposal to include new language into the Collective Bargaining Agreement to give priority to the children of teachers to attend their parents' school site.

The Board Policy (BP 5116.1), Appendix pgs 35-37, is impacted by several different State/Federal Statues that affect special needs students, foster care students, and students with other special circumstances. I am however, in agreement with the Association, and am therefore recommending that this policy needs to be revised so that when it is possible to provide the teacher and their child/children the opportunity to be placed at the same worksite, that they receive priority in this placement. This will require the District and the Association to sit down and rewrite the policy and should address and include language on timing of notice to teachers so they have sufficient time to transfer themselves and their children, the handling of involuntary transfers, and transfers of teachers that occur due to emergencies. There may be other existent circumstances, but I believe if all parties come together in good faith that a reasonable and rational solution can be found.

2. Salary:

There was a great deal of discussion, bargaining, and presentation by the District and the Association regarding salary. Looking at tabs #18 and #19 in the RUSD binder and found here in Appendix pages 20-22, even with the inclusion of the health and welfare contribution and including the proposed 3% salary increase as a total compensation package, the Ripon teachers' salaries remained either near the bottom of the salary schedule on the "*Salary and Other Compensation*" comparison chart or were left in the lower ½ of the eight districts included in the RUSD survey.

The issue presented before me on salary is whether or not the District's proposed 3 year agreement provided sufficient salary increases to RUDTA.

In addition, the evidence presented by RUDTA/CTA that the teachers are at the bottom of the salary schedule when compared with RUDTA/CTA selected districts for comparability, is persuasive; showing that the teachers are at the bottom or near the bottom in salary when compared to the districts in their survey; see Appendix pgs 14-19.

The Association was clear that it hoped to raise the salaries of its members to the midpoint and then if possible, to the top 1/3 tier of the selected comparable districts. However, the situation in which RUDTA finds its' salary schedule occurred over a period of time and is unlikely to be rectified in one bargaining effort.

During mediation a proposed settlement was made by myself to the District and the Association which utilizes as a base, information that the employer presented during its presentation and which

covered the 2015-16, 2016-17, and 2017-18 fiscal years. Based upon the information I received during testimony, the information I received during mediation, the information I received in the binders, and calculations that I did based upon this information, and which are found in the attached Appendix page #25, I am making the following settlement recommendations.

1. I am recommending that RUDTA receive a 3% salary increase effective July 1, 2015, a 2.5% Increase, effective July 1, 2016, and another 2.5% salary increase effective July 1, 2017. My calculations for this increase and how it affects the Bargaining Unit and individual teachers' salaries, may be found in Appendix pg. 25.
 - a. *Example A:* a teacher at the maximum MA, plus stipend, currently receiving \$83,119/yr. would as of July 1, 2017 receive an annual salary of \$89,946.71; this is an additional \$2,193.82 increase annually above the *proposed* 2016-17 salary schedule, and equates to a monthly increase in salary of \$682.77 over a 10 month pay period.
 - b. *Example B:* BA +60 Step 10: Annual salary increases from current salary of \$61,526 to \$66,579.98, this is an additional increase of \$1623.90 above the *proposed* 2016-17 salary schedule, and equates to a monthly increase of \$505.40 per Step 10 teacher for a 10 month pay period.

I believe this is a fair and reasonable proposed settlement that the District can fiscally afford based upon its own numbers. Additionally, it provides RUDTA employees a step forward towards its goal and a fair salary increase. I am also aware that the Legislative Analyst's Office, LAO, is predicting that the Governor's revenue projections are low and that additional tax receipts are coming into the State of California.

2. I further recommend that should the Governor include these additional tax revenues in the Governor's May 2017 revised budget that the parties return to the table for the sole purpose of bargaining over any additional revenue.

Stipends were agreed to for Article 4 for Supplemental and Co-Curricular Wages; (refer to number 2 Article 4 In the proposed *Tentative Agreement between RUDTA and Ripon Unified School District April 10, 2017*, found here in Appendix pgs 29-30, as well as number 3 and number 4). I am recommending that the changes to the stipends be effective beginning July 1, 2017. (See *Supplemental Compensations* charts, Appendix pages 27-28, and refer to sections 3 and 4 of the April 10, 2017 proposed *Tentative Agreement* on Appendix pages 29-30).

3. Article 4 Co-Curricular and Supplementary Wages I recommend that Article 4.1.2 High School Counselor – change stipend to 5.5% of wages, delete the extended work day of 75 minutes, and keep the work year extended by 10 days.
4. I recommend implementation of agreed to Masters Degree stipend of \$1500 per year; see Appendix pages 29-30, proposed *Tentative Agreement* number 6 Article 3.
5. As it was discussed and both parties were agreeable to those sections of the proposed *Tentative Agreement between RUDTA and Ripon Unified School District*, Appendix pgs. 29-30, listed above; (#'s 2, 3, 4, and 6), I am *recommending* that new stipends and changes to stipends commence July 1, 2017.

6. There was no proposal by the District or the Association to raise the CAP whether for family or single payer, on the dollar amount that the District contributed towards the cost of health and welfare benefits. Regarding health and welfare refer to number 7 Article 8 Benefits in the proposed *Tentative Agreement* dated April 10, 2017 found here on Appendix pages 29-30. I am recommending that the health and welfare benefit changes take effective as of July 1, 2017.
7. I am recommending that the committee that was agreed to by both parties on April 10, 2017, be formed and begin work on salaries for JROTC instructors; Appendix pgs 29-30 number 11.

Language:

8. I am recommending for the 2017/18 school year, one additional staff development day to be added to the schedule, and the suggested date for the Staff Development Day shall be decided upon and provided to the District, by RUDTA no later than May 30, 2017.
9. I recommend that a committee agreed to on March 1, 2017, (Appendix pgs.31-34 number 3, *RUSD Status of Negotiation*), shall be formed between the District and RUDTA to review evaluation language and bring it forward for approval by both parties.
10. I am making no recommendations on the class size proposal.
11. I recommend that each party have three, 3, Articles to reopen for fiscal year 2017-2018.
12. I recommend that the contract expiration date be June 30, 2018.

It is my intent that where general language was agreed to that the implementing specific language be jointly written.

FILED IN COURT
CLERK OF SUPERIOR COURT

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HEADQUARTERS OFFICE

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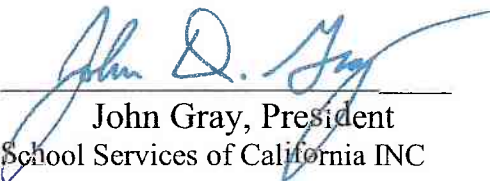
Association Panel Member
Concur _____ Dissent _____

_____ Attached Statement

District Panel Member
Concur X Dissent _____

_____ Attached Statement

Brian McNally
Negotiations & Organizational Development
California Teachers Association



John Gray, President
School Services of California INC

Panel Chair



John G. Moseley
Fact-finder Chair

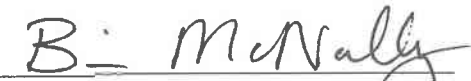
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Association Panel Member
Concur _____ Dissent ☒

☒ Attached Statement

District Panel Member
Concur _____ Dissent _____

_____ Attached Statement



Brian McNally
Negotiations & Organizational Development
California Teachers Association

John Gray, President
School Services of California INC

Panel Chair



John G. Moseley
Fact-finder Chair

APPENDIX –Exhibits

| Page # | Source | |
|---------|-------------|--|
| 14 – 19 | RUDTA/CTA | Comparative Compatibility Group Tables |
| 20-22 | RUSD | Salary and Other Compensation (tabs 18 & 19) |
| 23-24 | RUSD | California Education Code §15496 LEA and LCAP |
| 25 | RUSD | District Facts – lowest unduplicated pupil percentage (UPP) |
| 26 | Fact-finder | Fact-finder's Proposed 2015-2018 Salary Recommendation |
| 27-28 | RUDTA | RUSD 2015-16 Supplemental Compensation DRAFT Working Document |
| 29-30 | RUDTA | (proposed) Tentative Agreement between RUDTA and RUSD April 10, 2017 |
| 31-34 | RUSD | Status of Negotiations for 2015 - 2016 as of March 1, 2017 |
| 35-37 | RUSD | RUSD Board Policy |

Compensation Comparability

Comparability Group

The Association's comparability group is composed of Ripon Unified School District and fifteen nearby Local Educational Agencies (LEAs) in San Joaquin and Stanislaus counties. All sixteen LEAs in the comparability group are unified districts, with the exception of San Joaquin Office of Education and Salida Union School District, which is a K-8 district in the town immediately south of Ripon. The Association will compare salaries, career earnings and total compensation levels for these sixteen districts.

| Comparability Group | ADA 2015-16 | County |
|--------------------------------|-------------|-------------|
| Ceres Unified | 12,584 | Stanislaus |
| Escalon Unified | 2,537 | San Joaquin |
| Hughson Unified | 2,030 | Stanislaus |
| Lammersville Unified | 3,932 | San Joaquin |
| Lincoln Unified | 8,729 | San Joaquin |
| Manteca Unified | 22,020 | San Joaquin |
| Modesto City Schools (unified) | 28,514 | Stanislaus |
| Oakdale Joint Unified | 5,001 | Stanislaus |
| Ripon Unified | 2,978 | San Joaquin |
| Riverbank Unified | 2,158 | Stanislaus |
| Salida Union (elementary) | 2,249 | Stanislaus |
| San Joaquin COE | 3,585 | San Joaquin |
| Stockton Unified | 32,650 | San Joaquin |
| Tracy Unified | 14,724 | San Joaquin |
| Turlock Unified | 13,285 | Stanislaus |
| Waterford Unified | 1,696 | Stanislaus |

Source(s): 2015-16 Average Daily Attendance figures from Ed Data.

Compensation Comparability

District Teachers Rank at the Bottom

BA+30, Step 1

The District ranks last in salaries for beginning teachers, more than \$6,050 below average.

| District | BA+30, Step 1 | Rank |
|-------------------------|---------------|------|
| Modesto City Schools* ≤ | \$56,838 | 1 |
| Turlock Unified | \$53,441 | 2 |
| Ceres Unified* | \$51,742 | 3 |
| Salida Union* | \$50,867 | 4 |
| Manteca Unified ≤ | \$50,806 | 5 |
| Tracy Unified | \$50,395 | 6 |
| Oakdale Joint Unified | \$49,875 | 7 |
| Riverbank Unified* | \$49,722 | 8 |
| Waterford Unified* | \$49,488 | 9 |
| Stockton Unified | \$49,082 | 10 |
| Hughson Unified | \$48,571 | 11 |
| Lincoln Unified ≤ | \$48,024 | 12 |
| San Joaquin COE | \$47,985 | 13 |
| Lammersville Unified | \$47,364 | 14 |
| Escalon Unified* ≤ | \$46,352 | 15 |
| Ripon Unified* ≤ | \$43,583 | 16 |
| Array Average | \$49,633 | |
| RUSD Var from Average | \$6,050 | |

Source(s): See attached salary schedules. An asterisk* notes that BA+24 instead of BA+30 had to be used. A less-than symbol (≤) notes that a district's 2016-17 salary schedule has not yet been negotiated.

Compensation Comparability

District Teachers Rank at the Bottom BA+45, Step 5

The District ranks last in salaries for teachers at BA+45, Step 5, more than \$6,854 below average.

| District | BA+45, Step 5 | Rank |
|------------------------------|-----------------|------|
| Modesto City Schools* ≤ | \$64,647 | 1 |
| Turlock Unified | \$61,824 | 2 |
| Oakdale Joint Unified | \$60,517 | 3 |
| Ceres Unified* | \$59,277 | 4 |
| Salida Union* | \$58,967 | 5 |
| Tracy Unified | \$57,786 | 6 |
| Hughson Unified | \$57,546 | 7 |
| Manteca Unified ≤ | \$57,508 | 8 |
| Waterford Unified* | \$57,475 | 9 |
| Riverbank Unified* | \$57,310 | 10 |
| Stockton Unified | \$56,713 | 11 |
| San Joaquin COE | \$56,052 | 12 |
| Lammersville Unified | \$54,345 | 13 |
| Lincoln Unified ≤ | \$53,744 | 14 |
| Escalon Unified* ≤ | \$51,345 | 15 |
| Ripon Unified* ≤ | \$50,360 | 16 |
| Array Average | \$57,214 | |
| RUSD Var from Average | \$6,854 | |

Source(s): See attached salary schedules. An asterisk* notes that BA+36 instead of BA+45 had to be used. A less-than symbol (≤) notes that a district's 2016-17 salary schedule has not yet been negotiated.

Compensation Comparability

District Teachers Rank at the Bottom BA+60, Step 10

The District ranks last in salaries for teachers at BA+60, Step 10, more than \$9,915 below average.

| District | BA+60, Step 10 | Rank |
|------------------------------|-----------------|------|
| Modesto City Schools ≤ | \$80,960 | 1 |
| Ceres Unified | \$76,883 | 2 |
| Salida Union | \$75,904 | 3 |
| Turlock Unified | \$75,300 | 4 |
| Oakdale Joint Unified | \$73,297 | 5 |
| Waterford Unified | \$72,877 | 6 |
| Stockton Unified | \$72,597 | 7 |
| Manteca Unified ≤ | \$72,545 | 8 |
| Riverbank Unified | \$72,488 | 9 |
| Tracy Unified | \$70,952 | 10 |
| Hughson Unified | \$70,535 | 11 |
| San Joaquin COE | \$68,114 | 12 |
| Lincoln Unified ≤ | \$67,580 | 13 |
| Lammersville Unified | \$66,683 | 14 |
| Escalon Unified ≤ | \$64,822 | 15 |
| Ripon Unified ≤ | \$61,526 | 16 |
| Array Average | \$71,441 | |
| RUSD Var from Average | \$9,915 | |

Source(s): See attached salary schedules. A less-than symbol (≤) notes that a district's 2016-17 salary schedule has not yet been negotiated.

Compensation Comparability

District Teachers Rank at the Bottom

BA+75, Step 12

The District ranks last in salaries for teachers at BA+75, Step 12, more than \$12,034 below average.

| District | BA+75, Step 12 | Rank |
|------------------------------|-----------------|------|
| Modesto City Schools* ≤ | \$88,819 | 1 |
| Ceres Unified* | \$86,559 | 2 |
| Turlock Unified | \$85,162 | 3 |
| Salida Union* | \$84,050 | 4 |
| Stockton Unified | \$84,023 | 5 |
| Manteca Unified ≤ | \$81,759 | 6 |
| Waterford Unified* | \$80,292 | 7 |
| Oakdale Joint Unified | \$79,688 | 8 |
| Tracy Unified | \$78,621 | 9 |
| Riverbank Unified* | \$78,181 | 10 |
| Hughson Unified* | \$78,090 | 11 |
| Lincoln Unified ≤ | \$74,764 | 12 |
| San Joaquin COE | \$74,162 | 13 |
| Lammersville Unified | \$73,890 | 14 |
| Escalon Unified* ≤ | \$72,401 | 15 |
| Ripon Unified ≤ | \$67,195 | 16 |
| Array Average | \$79,229 | |
| RUSD Var from Average | \$12,034 | |

Source(s): See attached salary schedules. An asterisk* notes that BA+72 instead of BA+75 had to be used. A less-than symbol (≤) notes that a district's 2016-17 salary schedule has not yet been negotiated.

Compensation Comparability

District Teachers Rank at the Bottom

Maximum Earnable, Including MA Stipend and Longevity

The District ranks last in salaries for teachers earning the maximum earnable, more than \$12,079 below average.

| District | Max Earnable | Rank |
|------------------------|--------------|------|
| Modesto City Schools ≤ | \$105,363 | 1 |
| Ceres Unified | \$103,252 | 2 |
| Turlock Unified | \$101,291 | 3 |
| Hughson Unified | \$100,016 | 4 |
| Salida Union | \$98,982 | 5 |
| Manteca Unified ≤ | \$97,261 | 6 |
| Oakdale Joint Unified | \$96,766 | 7 |
| Tracy Unified | \$95,146 | 8 |
| Lammersville Unified | \$94,615 | 9 |
| Waterford Unified | \$93,771 | 10 |
| Riverbank Unified | \$92,109 | 11 |
| Stockton Unified | \$91,456 | 12 |
| Lincoln Unified ≤ | \$90,796 | 13 |
| San Joaquin COE | \$90,776 | 14 |
| Escalon Unified ≤ | \$87,814 | 15 |
| Ripon Unified ≤ | \$83,119 | 16 |
| Array Average | \$95,158 | |
| RUSD Var from Average | \$12,039 | |

Source(s): See attached salary schedules. A less-than symbol (≤) notes that a district's 2016-17 salary schedule has not yet been negotiated.

ARTICLE 3 SALARY AND OTHER COMPENSATION

Reason 1: The District provides a competitive salary for its teachers.

| Lowest Scheduled Salary and Per Diem Amounts | | | | | | | |
|--|------|-------------------------|------------------------|---------------|-----------------|-----------------------------------|----|
| District | Rank | Lowest Scheduled Salary | Number of Service Days | Per Diem Rank | Per Diem Amount | Highest Step/Column for New Hires | |
| Modesto City SD | 1 | \$56,836 | 185 | 1 | 307.22 | 8 | 11 |
| Manteca USD | 2 | \$50,806 | 188 | 2 | 270.24 | 28 | 9 |
| Salida Union ESD | 3 | \$47,260 | 184 | 3 | 256.85 | 9 | 6 |
| <u>Ripon USD – Proposed 3%</u> | | <u>\$43,863</u> | <u>184</u> | | | | |
| Riverbank USD | 4 | \$43,317 | 183 | 4 | 236.70 | 1 | 9 |
| <u>Ripon USD</u> | 5 | <u>\$42,585</u> | <u>184</u> | 5 | <u>231.44</u> | 20 | 6 |
| Linden USD | 6 | \$42,391 | 186 | 6 | 227.91 | 13 | 7 |
| Escalon USD | 7 | \$42,207 | 184 | 7 | 229.39 | 13 | 11 |
| Denair USD | 8 | \$32,461 | 180 | 8 | 180.34 | 11 | 6 |

Source: 2015-16 State-Certified Reports J-90, CBEDS, SACS, CALPADS

| Salary Paid for BA+60, Step 1, with Per Diem Amounts and Placement Statistics | | | | | | |
|---|------|-------------------------|------------------------------|---------------|-----------------|---------------------|
| District | Rank | Salary at BA+60, Step 1 | Percent FTE Receiving Higher | Per Diem Rank | Per Diem Amount | Degree Requirements |
| Modesto City SD | 1 | \$80,960 | 73.46% | 1 | \$437.62 | BA-60 |
| Manteca USD | 2 | \$72,545 | 68.79% | 2 | \$385.88 | BA+60 |
| Salida Union ESD | 3 | \$71,952 | 81.95% | 3 | \$391.04 | BA+60 |
| Linden USD | 4 | \$65,365 | 68.48% | 4 | \$351.42 | BA+60 |
| Escalon USD | 5 | \$64,822 | 65.73% | 5 | \$352.29 | BA+60 |
| Riverbank USD | 6 | \$64,644 | 59.09% | 6 | \$353.25 | BA+60 |
| <u>Ripon USD – Proposed 3%</u> | | <u>\$63,371</u> | | | | |
| <u>Ripon USD</u> | 7 | <u>\$61,525</u> | <u>67.69%</u> | 7 | <u>\$334.38</u> | <u>BA+60</u> |
| Denair USD | 8 | \$54,973 | 72.16% | 8 | \$305.41 | BA+60 |

Source: 2015-16 State-Certified Reports J-90, CBEDS, SACS, CALPADS

| Maximum Scheduled Salary with Per Diem Amounts and Placement Statistics | | | | | | |
|---|------|-------------------------|-------------------|---------------|-----------------|---------------------|
| District | Rank | Maximum Schedule Salary | Step Requirements | Per Diem Rank | Per Diem Amount | Degree Requirements |
| Modesto City SD | 1 | \$105,363 | 31 | 1 | \$569.53 | BA+72+MA |
| Manteca USD | 2 | \$97,261 | 28 | 2 | \$517.35 | BA+75+MA |
| Salida Union ESD | 3 | \$91,681 | 30 | 3 | \$498.27 | BA+72 |
| Escalon USD | 4 | \$87,814 | 25 | 4 | \$477.25 | BA+72+MA |
| <u>Ripon USD – Proposed 3%</u> | | <u>\$85,613</u> | | | | |
| <u>Ripon USD</u> | 5 | <u>\$83,119</u> | <u>25</u> | 5 | <u>\$451.73</u> | <u>BA+72</u> |
| Linden USD | 6 | \$82,863 | 27 | 6 | \$445.50 | BA+75 |
| Riverbank USD | 7 | \$82,182 | 25 | 7 | \$449.08 | BA+84 |
| Denair USD | 8 | \$75,040 | 25 | 8 | \$416.89 | BA+72 |

Source: 2015-16 State-Certified Reports J-90, CBEDS, SACS, CALPADS

ARTICLE 3 SALARY AND OTHER COMPENSATION

Reason 2: The District provides competitive total compensation for its teachers at all levels

| Total Compensation: Lowest Scheduled Salary Plus Average District Contribution for Health and Welfare Benefits | | | | |
|--|------|--------------------|-------------------------|---|
| District | Rank | Total Compensation | Lowest Scheduled Salary | Average Health and Welfare Benefit Contribution |
| Modesto City SD | 1 | \$61,636 | \$56,836 | \$4,800 |
| Manteca USD | 2 | \$59,505 | \$50,806 | \$8,699 |
| <u>Ripon USD -- Proposed 3%</u> | | <u>\$52,702</u> | <u>\$43,863</u> | <u>\$8,839</u> |
| Salida Union ESD | 3 | \$52,599 | \$47,260 | \$5,339 |
| <u>Ripon USD</u> | 4 | <u>\$51,424</u> | <u>\$42,585</u> | <u>\$8,839</u> |
| Riverbank USD | 5 | \$51,224 | \$43,317 | \$7,907 |
| Linden USD | 6 | \$51,094 | \$42,391 | \$8,703 |
| Escalon USD | 7 | \$50,962 | \$42,207 | \$8,755 |
| Denair USD | 8 | \$38,461 | \$32,461 | \$6,000 |

Source: 2015-16 State-Certified Reports J-90, CBEDS, SACS, CALPADS

| Total Compensation: Salary at BA+60, Step 1- Plus Average District Contribution for Health and Welfare Benefits | | | | |
|---|------|--------------------|--------------------------|---|
| District | Rank | Total Compensation | Salary at BA+60, Step 10 | Average Health and Welfare Benefit Contribution |
| Modesto City Schools | 1 | \$85,760 | \$80,960 | \$4,800 |
| Manteca Unified | 2 | \$81,244 | \$72,545 | \$8,699 |
| Salida Union Elementary | 3 | \$77,291 | \$71,952 | \$5,339 |
| Linden Unified | 4 | \$74,068 | \$65,365 | \$8,703 |
| Escalon Unified | 5 | \$73,577 | \$64,822 | \$8,755 |
| Riverbank Unified | 6 | \$72,551 | \$64,644 | \$7,907 |
| <u>Ripon Unified - Proposed 3%</u> | | <u>\$72,210</u> | <u>\$63,371</u> | <u>\$8,839</u> |
| <u>Ripon Unified</u> | 7 | <u>\$70,364</u> | <u>\$61,525</u> | <u>\$8,839</u> |
| Denair Unified | 8 | \$60,973 | \$54,973 | \$6,000 |

Source: 2015-16 State-Certified Reports J-90, CBEDS, SACS, CALPADS

ARTICLE 3 SALARY AND OTHER COMPENSATION

Of the 144 FTE on the District's salary schedule, 44, or 31%, receive the maximum scheduled salary.

| Total Compensation: Maximum Scheduled Salary Plus Average District Contribution for Health and Welfare Benefits | | | | |
|---|------|--------------------|--------------------------|---|
| District | Rank | Total Compensation | Maximum Scheduled Salary | Average Health and Welfare Benefit Contribution |
| Modesto City Schools | 1 | \$110,163 | \$105,363 | \$4,800 |
| Manteca Unified | 2 | \$105,960 | \$97,261 | \$8,699 |
| Salida Union Elementary | 3 | \$97,020 | \$91,681 | \$5,339 |
| Escalon Unified | 4 | \$96,569 | \$87,814 | \$8,755 |
| <u>Ripon Unified - Proposed 3%</u> | | <u>\$94,452</u> | <u>\$85,613</u> | <u>\$8,839</u> |
| Ripon Unified | 5 | \$91,958 | \$83,119 | \$8,839 |
| Linden Unified | 6 | \$91,566 | \$82,863 | \$8,703 |
| Riverbank Unified | 7 | \$90,089 | \$82,182 | \$7,907 |
| Denair Unified | 8 | \$81,040 | \$75,040 | \$6,000 |

Source: 2015-16 State-Certified Reports J-90, CBEDS, SACS, CALPADS

1 (i) "State priority areas" means the priorities identified in Education Code sections
2 52060 and 52066. For charter schools, "state priority areas" means the priorities
3 identified in Education Code section 52060 that apply for the grade levels served or the
4 nature of the program operated by the charter school.

5 (j) "Subgroup" means the numerically significant pupil subgroups identified pursuant
6 to Education Code section 52052.

7 (k) "to improve services" means to grow services in quality.

8 (l) "to increase services" means to grow services in quantity.

9 (m) "unduplicated pupil" means any of those pupils to whom one or more of the
10 definitions included in Education Code section 42238.01 apply, including pupils eligible
11 for free or reduced price meals, foster youth, and English learners.

12 NOTE: Authority cited: Sections 42238.07 and 52064, Education Code. Reference:
13 Sections 2574, 2575, 42238.01, 42238.02, 42238.03, 42238.07, 47605, 47605.5,
14 47606.5, 48926, 52052, 52060-52077, and 64001, Education Code; 20 U.S.C. Section
15 6312.

16
17 **§ 15496. Requirements for LEAs to Demonstrate Increased or Improved Services**
18 **for Unduplicated Pupils in Proportion to the Increase in Funds Apportioned for**
19 **Supplemental and Concentration Grants.**

20 (a) An LEA shall provide evidence in its LCAP to demonstrate how funding
21 apportioned on the basis of the number and concentration of unduplicated pupils,
22 pursuant to Education Code sections 2574, 2575, 42238.02, and 42238.03 is used to
23 support such pupils. This funding shall be used to increase or improve services for
24 unduplicated pupils as compared to the services provided to all pupils in proportion to
25 the increase in funds apportioned on the basis of the number and concentration of
26 unduplicated pupils as required by Education Code section 42238.07(a)(1). An LEA
27 shall include in its LCAP an explanation of how expenditures of such funding meet the
28 LEA's goals for its unduplicated pupils in the state priority areas. An LEA shall
29 determine the percentage by which services for unduplicated pupils must be increased
30 or improved above services provided to all pupils in the fiscal year as follows:

31 (1) Estimate the amount of the LCFF target attributed to the supplemental and
32 concentration grants for the LEA calculated pursuant to Education Code sections
33 42238.02 and 2574 in the fiscal year for which the LCAP is adopted.

1 (1) A school district that has an enrollment of unduplicated pupils of 55 percent or
2 more of the district's total enrollment in the fiscal year for which an LCAP is adopted or
3 in the prior year may expend supplemental and concentration grant funds on a
4 districtwide basis. A school district expending funds on a districtwide basis shall do all of
5 the following:

6 (A) Identify in the LCAP those services that are being funded and provided on a
7 districtwide basis.

8 (B) Describe in the LCAP how such services are principally directed towards, and
9 are effective in, meeting the district's goals for its unduplicated pupils in the state and
10 any local priority areas.

11 (2) A school district that has an enrollment of unduplicated pupils less than 55
12 percent of the district's total enrollment in the fiscal year for which an LCAP is adopted
13 may expend supplemental and concentration grant funds on a districtwide basis. A
14 school district expending funds on a districtwide basis shall do all of the following:

15 (A) Identify in the LCAP those services that are being funded and provided on a
16 districtwide basis.

17 (B) Describe in the LCAP how such services are principally directed towards, and
18 are effective in, meeting the district's goals for its unduplicated pupils in the state and
19 any local priority areas.

20 (C) Describe how these services are the most effective use of the funds to meet the
21 district's goals for its unduplicated pupils in the state and any local priority areas. The
22 description shall provide the basis for this determination, including, but not limited to,
23 any alternatives considered and any supporting research, experience, or educational
24 theory.

25 (3) A school district that has an enrollment of unduplicated pupils at a school that is
26 40 percent or more of the school's total enrollment in the fiscal year for which an LCAP
27 is adopted or in the prior year may expend supplemental and concentration grant funds
28 on a schoolwide basis. A school district expending funds on a schoolwide basis shall do
29 all of the following:

30 (A) Identify in the LCAP those services that are being funded and provided on a
31 schoolwide basis.

DISTRICT FACTS

Fact 6: The District has the lowest unduplicated pupil percentage (UPP) of the comparative group, resulting in lower funding than the rest of the comparable school districts.

The District's low percentage of unduplicated pupils means that the District will receive fewer supplemental grant dollars and no concentration grant dollars. All of the other comparative districts, except Escalon Unified, receive both supplemental and concentration dollars, allowing for more flexibility in funding programs targeted to increasing or improving services to students identified in the UPP.

| Comparable District Group, 2014-15 State Certified Data | |
|---|------------------|
| District | UPP ¹ |
| Riverbank Unified | 86.31% |
| Modesto City Schools | 74.52% |
| Salida Union Elementary | 72.23% |
| Denair Unified | 62.53% |
| Manteca Unified | 61.66% |
| Linden Unified | 58.19% |
| Escalon Unified | 53.94% |
| <i>Ripon Unified</i> | <i>39.03%</i> |

Source: 2014-15 State-Certified Reports

¹Unduplicated Pupil Percentage

**FACT-FINDER'S PROPOSED 2016-2018
SALARY INCREASES**

| NUMBERS BASED OFF COMPARABLES 2016-2017 VALUES AS GIVING FROM RUDTA | | | | | | | | | |
|--|---------------------------|---------------------------|----------------------------|----------------------------|-----------------------------|--|--|--|--|
| Currently Receiving: | BA+30 STEP 1 | BA+45 STEP 5 | BA+60 STEP 10 | BA+75 STEP 12 | MAX MA+STIPEND | | | | |
| ADJUSTED FOR 3% INCREASE 2015-2016 | 43,583.00 | 50,360.00 | 61,526.00 | 67,195.00 | 83,119.00 | | | | |
| ADJUSTED FOR 2.5% INCREASE 2016-2017 | BA+30 STEP 1 44,590.49 | BA+45 STEP 5 51,870.80 | BA+60 STEP 10 63,371.78 | BA+75 STEP 12 69,210.85 | MAX MA+STIPEND 85,612.57 | | | | |
| ADJUSTED FOR 2.5% INCREASE 2017-2018 | BA+30 STEP 1 46,012.75 | BA+45 STEP 5 53,167.57 | BA+60 STEP 10 64,955.07 | BA+75 STEP 12 70,941.12 | MAX MA+STIPEND 87,752.88 | | | | |
| MONTHLY GAIN 2016-2017 AFTER ADJUSTMENT | 202.48 | 233.95 | 265.84 | 312.18 | 386.16 | | | | |
| MONTHLY GAIN 2017-2018 AFTER ADJUSTMENT | 242.98 | 280.75 | 343.11 | 374.61 | 463.39 | | | | |
| ANNUAL Difference between 2015-18 | 3,580.07 | 4,138.75 | 5,033.98 | 5,510.65 | 6,827.71 | | | | |

Adjusted figures for 2015-16 & 2016-17 are retroactive to July 1st of the preceding year

| Yearly % Increase | | |
|-------------------|-------|--|
| 2016-2016 | 0.03 | |
| 2016-2017 | 0.025 | |
| 2017-2018 | 0.025 | |

RIPON UNIFIED SCHOOL DISTRICT
2015-16 SUPPLEMENTAL COMPENSATION

DRAFT Working Document

12/2/15

| CLASS | POSITION | current no. of pos | STIPEND | | | | | old cost | new cost | CLASS | POSITION | STIPEND |
|-------------|-----------------------------|-----------------------|---------|---------|---------|---------|---------|----------|-------------------|---------|--|----------|
| | | | 1-4 yrs | 5-9 yrs | 10+ yrs | 10+ yrs | 10+ yrs | | | | | |
| 001 | Athletic Director | 1 | \$5,500 | \$5,500 | \$5,500 | \$5,500 | \$5,500 | 6,230 | 6,230 | 008 I | Academic Decathlon | \$ 900 |
| 002 | Varsity Football | 1 | \$3,900 | \$3,900 | \$3,900 | \$3,900 | \$3,900 | 4,460 | 4,460 | 008 A | Activities Director | \$ 4,500 |
| 003 | Varsity Basketball | 2 | \$3,549 | \$3,549 | \$3,549 | \$3,549 | \$3,549 | 7,398 | 8,155 | 008 I | CSF Advisor | \$ 900 |
| | Varsity Volleyball | 1 | \$3,549 | \$3,549 | \$3,549 | \$3,549 | \$3,549 | 3,699 | 3,699 | 008 G | Department Head (6) | \$ 1,500 |
| | Varsity Wrestling | 1 | \$3,549 | \$3,549 | \$3,549 | \$3,549 | \$3,549 | 3,699 | 4,078 | 008 C | Drama | \$ 2,400 |
| 004 | Varsity Baseball | 1 | \$3,549 | \$3,549 | \$3,549 | \$3,549 | \$3,549 | 3,699 | 3,699 | 008 I | FHA Advisor | \$ 900 |
| | Varsity Cross Country | 1 | \$3,549 | \$3,549 | \$3,549 | \$3,549 | \$3,549 | 3,699 | 3,699 | 008 J | Head Class Advisor-Fresh | \$ 600 |
| | Varsity Soccer | 2 | \$3,549 | \$3,549 | \$3,549 | \$3,549 | \$3,549 | 3,699 | 4,078 | 008 I | Head Class Advisor-Soph | \$ 900 |
| | Varsity Softball | 1 | \$3,549 | \$3,549 | \$3,549 | \$3,549 | \$3,549 | 3,699 | 3,699 | 008 G | Head Class Advisor-Junior | \$ 1,200 |
| 005 | Varsity Golf | 2 | \$2,847 | \$2,847 | \$2,847 | \$2,847 | \$2,847 | 7,398 | 8,155 | 008 C | Instrumental Music | \$ 2,400 |
| | Varsity Swimming | 1 | \$2,847 | \$2,847 | \$2,847 | \$2,847 | \$2,847 | 3,699 | 3,699 | 008 E | Special Education Teacher (3) | \$ 1,500 |
| | Varsity Tennis | 1 | \$2,847 | \$2,847 | \$2,847 | \$2,847 | \$2,847 | 3,699 | 3,699 | 008 B | Student Store Advisor | \$ 3,000 |
| | Varsity Track | 1 | \$2,847 | \$2,847 | \$2,847 | \$2,847 | \$2,847 | 3,699 | 3,699 | 008 F | Vocal Music | \$ 1,800 |
| | Varsity Water Polo | 1 | \$2,847 | \$2,847 | \$2,847 | \$2,847 | \$2,847 | 3,699 | 3,699 | 008 D | Yearbook Advisor | \$ 2,100 |
| 006 | JV Baseball | 1 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | 2,301 | 2,416 | 008 I | CIF Playoff Stipend Var Teams (1/season) | \$300 |
| | JV Basketball | 2 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | 2,301 | 2,416 | 008 I | CIF Playoff Stipend Asst. Coach (1/season) | \$150 |
| | JV Football | 1 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | 2,301 | 2,416 | | | |
| | JV Golf | 1 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | 2,301 | 2,416 | | | |
| | JV Soccer | 2 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | 2,301 | 2,416 | | | |
| | JV Softball | 1 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | 2,301 | 2,416 | | | |
| | JV Volleyball | 1 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | 2,301 | 2,416 | | | |
| | JV Wrestling | 1 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | 2,301 | 2,416 | | | |
| | JV Tennis | 1 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | \$2,301 | 2,301 | 2,416 | | | |
| 007 | Football Assistant (3) | 3 | \$2,145 | \$2,145 | \$2,145 | \$2,145 | \$2,145 | 6,435 | 7,085 | | | |
| | Cross Country Assistant (1) | 1 | \$2,145 | \$2,145 | \$2,145 | \$2,145 | \$2,145 | 2,145 | 2,365 | | | |
| | Fresh Basketball | 1 | \$2,145 | \$2,145 | \$2,145 | \$2,145 | \$2,145 | 2,145 | 2,365 | | | |
| | Fresh Football | 1 | \$2,145 | \$2,145 | \$2,145 | \$2,145 | \$2,145 | 2,145 | 2,365 | | | |
| | Fresh Volleyball | 1 | \$2,145 | \$2,145 | \$2,145 | \$2,145 | \$2,145 | 2,145 | 2,365 | | | |
| 008 B K | Cheerleader Advisor | 1 | \$3,000 | \$3,000 | \$3,000 | \$3,000 | \$3,000 | 3,000 | 2,416 | | | |
| 008 B K | Cheerleader Advisor | 1 | \$3,000 | \$3,000 | \$3,000 | \$3,000 | \$3,000 | 3,000 | 2,416 | | | |
| Total Costs | | | | | | | | | 106,210 | 115,121 | | |
| | | | | | | | | | increase stipends | 8,911 | | |
| | | | | | | | | | playoff stipends | 1,950 | | |
| | | | | | | | | | statutory costs | 1,521 | | |
| | | | | | | | | | GT increase | 12,382 | | |

CURRICULAR ASSIGNMENTS

| CLASS | POSITION | 20 | 6 | STIPEND |
|-------|-------------------------------------|----|---|----------|
| 100 C | 7th/8th Elementary Sports | | | \$ 1,800 |
| 100 F | Academic Pentathlon (3 per site) | | | \$ 900 |
| 100 A | Athletic Director-Districtwide | | | \$ 3,000 |
| 100 B | Athletic Director-Site Only | | | \$ 2,400 |
| 100 F | District Spelling Bee Coordinator | | | \$ 900 |
| 100 F | Instrumental Music | | | \$ 900 |
| 100 F | Peer Helper | | | \$ 900 |
| 100 E | Safety Patrol | | | \$ 1,200 |
| 100 H | Sixth Grade Science Camp | | | \$ 700 |
| 100 D | Special Education Teacher (#) | | | \$ 1,500 |
| 100 F | Student Council (1 per site) | | | \$ 900 |
| 100 G | Vocal Music | | | \$ 600 |
| 100 D | Yearbook Advisor | | | \$ 1,500 |
| | Productions (1 per elementary site) | | | \$ 500 |

* Proposed Changes May 11, 2015

15/16 added longevity steps
 15/16 cheer advisor stipend per spring or fall
 15/16 added CIF playoff stipends
 15/16 added JV Tennis
 (5/16 increase classifications 1-5

Additional language:

Longevity calculated by counting number of years in a sport in the District. Years do not need to be consecutive. Years in a sport shall be reported to Athletic Director. Athletic Director will include longevity years on new hire form. Years will be verified by Human Resources. Longevity movement shall be equal to % of stipend earned. Each sport is considered unique and shall be counted as such. No accumulation of longevity between sports shall be allowed.

M/F, VJV → if have team, have coach-ER
 - language by us for them to look at

MISCELLANEOUS INSTRUCTION

| CLASS | POSITION | HOURLY |
|-------|-------------------------------|----------|
| 200 | Detention | \$ 27.41 |
| | Sophomore Counseling | \$ 27.41 |
| 201 | Adult Education | \$ 30.00 |
| | Afterschool Tutoring | \$ 30.00 |
| | Home Study | \$ 30.00 |
| | Intramural - Max 100 hrs/site | \$ 30.00 |
| | Saturday School | \$ 30.00 |
| | Summer School | \$ 30.00 |

note: number of positions and seniority years are estimates based on the knowledge of the subcommittee for budget purpose only.

**TENTATIVE AGREEMENT
BETWEEN
RUDTA
AND
RIPON UNIFIED SCHOOL DISTRICT
April 10, 2017**

RUSD and RUDTA agree to the following items for the ~~2016-17~~ 2015-16 school year:

1. Article 11 Evaluation – An evaluation committee comprising of both administration and RUDTA members will be formed to research and provide suggested changes to the bargaining table in 2017-18. (RUDTA – OK)
2. Article 4 Co-Curricular & Supplementary Wages – Increase stipend salary schedule adding longevity years 5-10 9 years and ~~11~~ 10-15 years. Increase **Class 1 sports to \$5,650; Class 2 sports to \$4,050 and Class 3 through 5 sports to \$3,549 \$3,699. Add JV tennis to Class 6.** Increase Cheerleading Advisor to ~~Spring~~ Winter and Fall. Add Class 008 L CIF playoff stipend varsity teams \$300 one-time stipend (not per game) and Class 008 L CIF playoff stipend assistant coach \$150 one-time stipend (not per game). (RUSD agreed that the attached 2015-16 Supplemental Compensation working document was agreed to. RUDTA's position is that this should be retroactive to 7/1/15)
3. Article 4 Co-Curricular & Supplementary Wages – Change article 4.1.1 Agriculture Instructors, in recognition of the extended nature of their assignment, will be compensated with a stipend. The Department Chair stipend 20% of salary; Farm Manager 20% of salary; FFA Coordinator 20% of salary. (RUDTA – OK)
4. Article 4 Co-Curricular & Supplementary Wages – Change article 4.1.2 High School Counselor – change stipend to 5.5% of wages. Delete the extended work day of 75 minutes. Keep work year extended by 10 days. (RUDTA – OK)
5. Article 3 Salary and Other Compensation
 - a. ~~2015/16 3% increase effective 4/1/2016~~
 - b. ~~2016/17 2% increase effective 4/1/2017~~
 - c. ~~2017/18 2% increase effective 4/1/2018~~

(NO AGREEMENT ON SALARY. RUDTA membership voted down 4% effective 7/1/15 and 1.5% effective 7/1/16. RUDTA wants full retro)

Note: April 1st to signify 25% of each employee's work year.

6. Article 3 Salary and Other Compensation – Add master degree stipend. \$1,500 year. (RUDTA – OK)
7. Article 8 Benefits – Starting July 1, 2015, if the health benefits CAP exceeds the health plan selected, the health benefit CAP shall first be applied to medical insurance premiums, then dental insurances premiums, then to vision insurance premiums in described order. Article 8.2 may be reopened as required to maintain compliance of the Federal Affordable Health Care Act or to maintain fiscal prudence or by mutual agreement. All retro-active amounts owed ~~employees to an employee~~ (July 1, 2015 to first enacted payroll) shall be banked and applied to future benefits until balance is exhausted ~~by said employee.~~ (RUSD OK with revised language)

8. Article 5 Hours and Calendar – One (1) additional staff development day will be added to the 17/18 calendar. RUDTA and the District shall meet and agree on the additional date by January 31, 2017. Should no agreement be made, the calendar shall be changed as follows: August 4, 2017 teacher staff work day and site meeting; August 7, 2017 regular staff development day and kickoff event; August 8, 2017 additional professional development day. The 2018/2019 calendar will not include additional professional development day. (RUDTA rejected)
9. RUDTA countered with inclusion of its class size language as included in the Association side-by-side. RUSD rejected.
10. Language for placement of teachers' personal children: "Priority shall be given to children of district teachers to attend their current school site. Children of transferred teachers shall be given priority at the new site." (RUSD – OK with revised language?)
11. RUDTA countered with inclusion of the following: JROTC Pay – A committee comprising of both administration and RUDTA members will be formed to research what other districts pay JROTC instructors and provide suggested changes to the bargaining table in 2017-18. (RUSD – OK)
12. RUDTA countered with inclusion of the PARS early retirement incentive agreements as MOU or language in the contract. (RUSD – OK, but there were no specifics on how it would be included in the contract)

Status of Negotiations for 2015-16
As of March 1, 2017

| ISSUE | RUDTA | RUSD |
|--|---|------------|
| 1. Longevity Freeze | Change from 5 year freezes to 2 or 3 year freezes | Status quo |
| 2. Class size Mediator's proposal: Discuss in spring, 2017 | <p>Add language:</p> <ul style="list-style-type: none"> • Class size is defined as the number of students listed on the class roster and have been physically present • The district maintains the right to exceed class size limits. This includes a K-3 teacher ratio of 29 to 1. When the District exceeds class size limits, the following shall apply: <ul style="list-style-type: none"> •• At the beginning of the school year, the District will have thirteen (13) instructional days to make adjustments to comply with class size limits as defined in Section 6.5. Beginning with the fourteenth day, class size compensation payments shall be calculated retroactively to the first day of the overage. •• At the beginning of each trimester or second semester, the District will have ten (10) instructional days to make adjustments to comply with class size limits as defined in Section 6.5. Beginning on the eleventh day, class size | Status quo |

| | | |
|------------------------|---|---|
| | <p>compensation payments shall be calculated retroactively to the first day of the overage.</p> <p>••At any other time of the year, the class size compensation payments shall be calculated retroactively to the eighth (8th) instructional day of the overage.</p> <p>••Unit members shall be compensated by the District at the rate of 2.5% of their per diem salary per student, per day for each student in their class period at the high school and 4-8th grades at the elementary school that exceeds the maximum class size (29). Unit members shall be paid monthly, on a regularly scheduled District payroll which normally falls on the tenth of each month.</p> <p>•• Once K-3 has reached the full implementation of the 24 to 1, unit members who exceed their class size of 24 by 15% will be compensated by the District at the same rate as the grades 4-12 teachers.</p> <p>•• When PE grades K-12 exceed 40 students per class, the unit member will receive a stipend of \$150.00 per month.</p> | |
| 3. Evaluation language | Agreed | Committee formed from Admin. And RUDTA to research in spring, 2017 to bring to negotiations for 2017-18 |

| | | |
|---|--|--|
| 4. Retirement language | Delete age 60-65 language on retiree benefits and change current to age 55-65 | Status quo |
| 5. PARS Early Retirement Incentive | Agreed | Offered by district |
| 6. Stipend Schedule Revision | Agreed | Committee formed, met and developed revised stipend schedule |
| 7. Placement of Teachers' Personal Children | Agreed | Priority may be given to children of district teachers to attend their current school site. Children of transferred teachers may be given priority at the new site |
| 8. Salary Increase Mediator's Proposal: 4% for 2015-16 and 1.5% for 2016-17 | 1 year – 6.5% 2 year – 3% retro to 7/1/15, 3% retro to 1/1/16; 4% for 2016-17 | 1 year – 3% 2 year – 3% for 2015-16 and 2% for 2016-17 |
| 9. Masters Degree | Agreed | \$1,500 (in mediation) (tiered prior to mediation) |
| 10. High School Counselors | Change from 8% to 5.5% stipend, dropping additional time per day, but keeping the 10 additional days | Agreed (start 7/1/16 in mediation) |
| 11. Agriculture Teacher Stipend | Stipend increase to 20% for all agriculture teachers | Agreed (in mediation) (20%-20%-16% prior to mediation) |
| 12. JROTC Salary Schedule Placement | Start JROTC instructors in Column F, Year 20 | Status quo |

| | | |
|---|--|---|
| 13. Health Benefit Contribution Language | If the health benefit CAP exceeds the plan selected, the following shall apply: the health benefit CAP shall first be applied to medical insurance premium, then to dental insurance premium, then to vision insurance premium. Article 8.2 may be reopened as required by the Federal Affordable Health Care Act by statute or to maintain fiscal prudence or by mutual agreement | Agreed |
| 14. Calendar Adjustment Mediator's proposal: Add 1 professional development day to 2016-17 paid at per diem | Agreed | Add 2 SDD to 2016/17 calendar at per diem. These days are August 5 (flex day*) and August 8 (SDD) DATES PAST Add 2 SDD to 2017/18 calendar at per diem with dates TBA *work in classroom on August 5 or prior day |

Intradistrict Open Enrollment

The Governing Board desires to provide enrollment options that meet the diverse needs and interests of district students. The Superintendent or designee shall establish procedures for the selection and transfer of students among district schools in accordance with law, Board policy and administrative regulation.

(cf. 5117 - Interdistrict Attendance)

The Board retains the authority to maintain appropriate racial and ethnic balances among district schools. (Education Code 35160.5)

The parents/guardians of any student who resides within district boundaries may apply to enroll their child in any district school, regardless of the location of residence within the district. (Education Code 35160.5)

(cf. 5111.1 - District Residency)

(cf. 5111.12 - Residency Based on Parent/Guardian Employment)

(cf. 5111.13 - Residency for Homeless Children)

The Board shall annually review this policy. (Education Code 35160.5, 48980)

Enrollment Priorities

Priority for attendance outside a student's attendance area shall be given as follows:

1. If a district school receiving Title I funds is identified for program improvement, corrective action or restructuring, all students enrolled in that school shall be provided an option to transfer to another district school or charter school. (20 USC 6316)

(cf. 0420.4 - Charter Schools)

(cf. 0520.2 - Title I Program Improvement Schools)

(cf. 6171 - Title I Programs)

2. Beginning in the 2003-04 school year, if while on school grounds a student becomes a victim of a violent criminal offense, as defined by the State Board of Education, or attends a school designated by the California Department of Education as persistently dangerous, he/she shall be provided an option to transfer to another district school or charter school. (20 USC 7912; 5 CCR 11992)

(cf. 0450 - Comprehensive Safety Plan)

3. The Superintendent or designee may approve a student's transfer to a district school that is at capacity and otherwise closed to transfers upon finding that special circumstances exist that might be harmful or

dangerous to the student in the current attendance area, including, but not limited to, threats of bodily harm or threats to the emotional stability of the student.

To grant priority under these circumstances, the Superintendent or designee must have received either: (Education Code [35160.5](#))

a. A written statement from a representative of an appropriate state or local agency, including but not limited to a law enforcement official or social worker, or a properly licensed or registered professional, including, but not limited to, a psychiatrist, psychologist or marriage and family therapist.

b. A court order, including a temporary restraining order and injunction

4. Priority may be given to siblings of students already in attendance in that school.

5. Priority may be given to children of district teachers to attend their current school site. Children of transferred teachers may be given priority at the new site.

For all other applications for enrollment outside a school's attendance area, the Superintendent or designee shall use a random, unbiased selection process to determine who shall be admitted whenever a school receives admission requests that are in excess of the school's capacity. (Education Code [35160.5](#))

Enrollment decisions shall not be based on a student's academic or athletic performance, except that existing entrance criteria for specialized schools or programs may be used provided that the criteria are uniformly applied to all applicants. Academic performance may be used to determine eligibility for, or placement in, programs for gifted and talented students. (Education Code [35160.5](#))

(cf. [6172](#) - Gifted and Talented Student Program)

No student currently attending a school shall be displaced by another student. (Education Code [35160.5](#))

(cf. 5116 - School Attendance Boundaries)

Legal Reference:

EDUCATION CODE

[35160.5](#) District policies; rules and regulations

[35291](#) Rules

[35351](#) Assignment of students to particular schools

[48980](#) Notice at beginning of term

Crawford v. Board of Education (1976) 17 Cal.3d 280

Policy RIPON UNIFIED SCHOOL DISTRICT

adopted: September 14, 1998 Ripon, California

revised: April 9, 2001

revised: July 29, 2008

revised: February 9, 2009

revised: December

Ripon Unified School District – Ripon Unified District Teachers Association

Collective Bargaining Impasse Factfinding PERB Case No: SA-IM-3375-E

Partial Dissent of Association-Appointed Panel Member,

Brian McNally, Negotiations Specialist

Per Government Code 3548.3, as the Association-appointed panel member to the above referenced Factfinding, I submit the following to be attached to the "Factfinding Report and Recommended Terms of Settlement" dated May 2, 2017.

As a Panel member, I do not fully concur with Factfinding Panel Chair John Moseley's advisory recommendations for settlement. I appreciate that the Chair's report notes that the District affirmed at the hearing that it is not making an inability to pay argument. I also appreciate that the Chair recognized that Ripon Unified is at or near the bottom of teacher pay based on the Association's salary comparability tables, as well as many of the District's own tables. I have attached to this dissent the most recent salary schedules of nearby school districts to demonstrate just how far behind Ripon Unified is in teacher pay.

Because the District did not make an inability to pay argument, there is no reason to argue at length that the District has the ability to pay the teachers of Ripon a salary that is competitive among districts in the area. In 2015-16 alone, the District received a \$3,009,925 increase in on-going LCFF revenue from the state. By comparison, each 1% increase to the teachers' salary schedule only costs \$111,561. The District's unwillingness to pay Ripon teachers better than the worst salary in the area comes down to priorities, not ability to pay.

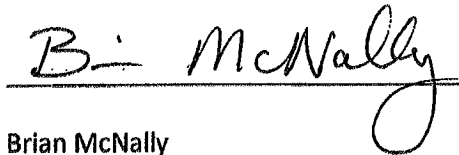
I concur with much, if not all, of Panel Chair John Moseley's report. The following are my two major points of disagreement:

1. The Chair's recommendation for language and salary improvements for 2016-17 and 2017-18 are beyond the scope and the authority of this Factfinding Panel. The Panel's recommendations are limited to the 2015-16 fiscal school year only, the year at which the parties are at impasse.
2. Even if the Chair's recommended salary schedule increases are applied to the Ripon certificated salary schedule, Ripon teachers will still be paid at or near the bottom among nearby school districts. Compared to nearby school districts, **Ripon would be paying their teachers last or second-to-last out of sixteen area school districts even after the Chair's first two years of recommended salary increases are applied.** And it is reasonable to expect that after Escalon Unified agrees to a salary increase for 2016-17, Ripon Unified would be last among the sixteen nearby school districts on all of the commonly measured salary benchmarks if the Chair's recommended salary increases are applied.

Because none of the other fifteen school districts have settled for the 2017-18 school year yet, it does not make sense to compare where Ripon would be ranked after a recommended 2017-18 raise. But even if very conservative salary increase projections are applied to the other fifteen school districts for 2017-18, it is likely that Ripon Unified would remain last in teacher pay in the area if the Chair's recommended salary increases are applied through 2017-18.

On the following pages, please find attached comparison tables that show Ripon Unified ranked last or second-to-last in teacher pay after the Panel Chair's recommended 2015-16 (3%) and 2016-17 (2.5%) salary increases are applied. Each table also contains the array average and how many thousands of dollars below the average Ripon teachers would be paid. I have also attached the most recent salary schedules of the sixteen districts for easy reference.

Dissent issued on May 3, 2017 by

A handwritten signature in black ink that reads "Brian McNally". The signature is written in a cursive style with a large, looping "B" and "M". A horizontal line is drawn across the signature.

Brian McNally
CTA Negotiations Specialist
Association Appointed Panel Member

Compensation Comparability

District Teachers Rank at the Bottom

BA+30, Step 1

The District would rank last in salaries for beginning teachers even after the Panel Chair's first two years of recommended salary increases for 2015-16 (3%) and 2016-17 (2.5%).

| District | BA+30, Step 1 | Rank |
|---------------------------------|-----------------|------|
| Modesto City Schools* ≤ | \$56,838 | 1 |
| Turlock Unified | \$53,441 | 2 |
| Ceres Unified* | \$51,742 | 3 |
| Salida Union* | \$50,867 | 4 |
| Manteca Unified ≤ | \$50,806 | 5 |
| Tracy Unified | \$50,395 | 6 |
| Oakdale Joint Unified | \$49,875 | 7 |
| Riverbank Unified* | \$49,722 | 8 |
| Waterford Unified* | \$49,488 | 9 |
| Stockton Unified | \$49,082 | 10 |
| Hughson Unified | \$48,571 | 11 |
| Lincoln Unified ≤ | \$48,024 | 12 |
| San Joaquin COE | \$47,985 | 13 |
| Lammersville Unified | \$47,364 | 14 |
| Escalon Unified* ≤ | \$46,352 | 15 |
| Ripon Unified* with 3% and 2.5% | \$46,013 | 16 |
| Array Average | \$49,785 | |
| RUSD Var from Average | \$3,772 | |

Source(s): See attached salary schedules. An asterisk* notes that BA+24 instead of BA+30 had to be used. A less-than symbol (≤) notes that a district's 2016-17 salary schedule has not yet been negotiated.

Compensation Comparability

District Teachers Rank Near the Bottom

BA+45, Step 5

The District would rank second-to-last in salaries for teachers at BA+45, Step 45 even after the Panel Chair's first two years of recommended salary increases for 2015-16 (3%) and 2016-17 (2.5%).

| District | BA+45, Step 5 | Rank |
|---------------------------------|-----------------|------|
| Modesto City Schools* ≤ | \$64,647 | 1 |
| Turlock Unified | \$61,824 | 2 |
| Oakdale Joint Unified | \$60,517 | 3 |
| Ceres Unified* | \$59,277 | 4 |
| Salida Union* | \$58,967 | 5 |
| Tracy Unified | \$57,786 | 6 |
| Hughson Unified | \$57,546 | 7 |
| Manteca Unified ≤ | \$57,508 | 8 |
| Waterford Unified* | \$57,475 | 9 |
| Riverbank Unified* | \$57,310 | 10 |
| Stockton Unified | \$56,713 | 11 |
| San Joaquin COE | \$56,052 | 12 |
| Lammersville Unified | \$54,345 | 13 |
| Lincoln Unified ≤ | \$53,744 | 14 |
| Ripon Unified* with 3% and 2.5% | \$53,168 | 15 |
| Escalon Unified* ≤ | \$51,345 | 16 |
| Array Average | \$57,389 | |
| RUSD Var from Average | \$4,221 | |

Source(s): See attached salary schedules. An asterisk* notes that BA+36 instead of BA+45 had to be used. A less-than symbol (≤) notes that a district's 2016-17 salary schedule has not yet been negotiated.

Compensation Comparability

District Teachers Rank Near the Bottom

BA+60, Step 10

The District would rank second-to-last in salaries for teachers at BA+60, Step 10 even after the Panel Chair's first two years of recommended salary increases for 2015-16 (3%) and 2016-17 (2.5%).

| District | BA+60, Step 10 | Rank |
|--------------------------------|-----------------|------|
| Modesto City Schools ≤ | \$80,960 | 1 |
| Ceres Unified | \$76,883 | 2 |
| Salida Union | \$75,904 | 3 |
| Turlock Unified | \$75,300 | 4 |
| Oakdale Joint Unified | \$73,297 | 5 |
| Waterford Unified | \$72,877 | 6 |
| Stockton Unified | \$72,597 | 7 |
| Manteca Unified ≤ | \$72,545 | 8 |
| Riverbank Unified | \$72,488 | 9 |
| Tracy Unified | \$70,952 | 10 |
| Hughson Unified | \$70,535 | 11 |
| San Joaquin COE | \$68,114 | 12 |
| Lincoln Unified ≤ | \$67,580 | 13 |
| Lammersville Unified | \$66,683 | 14 |
| Ripon Unified with 3% and 2.5% | \$64,956 | 15 |
| Escalon Unified ≤ | \$64,822 | 16 |
| Array Average | \$71,656 | |
| RUSD Var from Average | \$6,700 | |

Source(s): See attached salary schedules. A less-than symbol (≤) notes that a district's 2016-17 salary schedule has not yet been negotiated.

Compensation Comparability

District Teachers Rank at the Bottom

BA+75, Step 12

The District would rank last in salaries for teachers at BA+75, Step 12 even after the Panel Chair's first two years of recommended salary increases for 2015-16 (3%) and 2016-17 (2.5%).

| District | BA+75, Step 12 | Rank |
|--------------------------------|-----------------|------|
| Modesto City Schools* ≤ | \$88,819 | 1 |
| Ceres Unified* | \$86,559 | 2 |
| Turlock Unified | \$85,162 | 3 |
| Salida Union* | \$84,050 | 4 |
| Stockton Unified | \$84,023 | 5 |
| Manteca Unified ≤ | \$81,759 | 6 |
| Waterford Unified* | \$80,292 | 7 |
| Oakdale Joint Unified | \$79,688 | 8 |
| Tracy Unified | \$78,621 | 9 |
| Riverbank Unified* | \$78,181 | 10 |
| Hughson Unified* | \$78,090 | 11 |
| Lincoln Unified ≤ | \$74,764 | 12 |
| San Joaquin COE | \$74,162 | 13 |
| Lammersville Unified | \$73,890 | 14 |
| Escalon Unified* ≤ | \$72,401 | 15 |
| Ripon Unified with 3% and 2.5% | \$70,941 | 16 |
| Array Average | \$79,463 | |
| RUSD Var from Average | \$8,522 | |

Source(s): See attached salary schedules. An asterisk* notes that BA+72 instead of BA+75 had to be used. A less-than symbol (≤) notes that a district's 2016-17 salary schedule has not yet been negotiated.

Compensation Comparability

District Teachers Rank Near the Bottom

Maximum Earnable, Including MA Stipend and Longevity

The District would rank second-to-last in maximum earnable salary even after the Panel Chair's first two years of recommended salary increases for 2015-16 (3%) and 2016-17 (2.5%) and a \$1,500 MA stipend.

| District | Max Earnable | Rank |
|--------------------------------|-----------------|------|
| Modesto City Schools ≤ | \$105,363 | 1 |
| Ceres Unified | \$103,252 | 2 |
| Turlock Unified | \$101,291 | 3 |
| Hughson Unified | \$100,016 | 4 |
| Salida Union | \$98,982 | 5 |
| Manteca Unified ≤ | \$97,261 | 6 |
| Oakdale Joint Unified | \$96,766 | 7 |
| Tracy Unified | \$95,146 | 8 |
| Lammersville Unified | \$94,615 | 9 |
| Waterford Unified | \$93,771 | 10 |
| Riverbank Unified | \$92,109 | 11 |
| Stockton Unified | \$91,456 | 12 |
| Lincoln Unified ≤ | \$90,796 | 13 |
| San Joaquin COE | \$90,776 | 14 |
| Ripon Unified with 3% and 2.5% | \$89,253 | 15 |
| Escalon Unified ≤ | \$87,814 | 16 |
| Array Average | \$95,942 | |
| RUSD Var from Average | \$6,289 | |

Source(s): See attached salary schedules. A less-than symbol (≤) notes that a district's 2016-17 salary schedule has not yet been negotiated.

CERES UNIFIED SCHOOL DISTRICT - CERTIFICATED SALARY SCHEDULE
2016-2017

(3% increase Retro to 7/1/16)

| RANGE | B | C | CM | D | DM | E | EM | F | FM |
|--|-----------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|
| | BA+24 | BA+36 | C+MA | BA+48 | D+MA | BA+60 | E+MA | BA+72 | F+MA |
| STEP 1 | 51,742.00 | 54,996.00 | 56,650.00 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2 | 52,475.00 | 55,731.00 | 57,387.00 | 59,208.00 | 60,865.00 | 0 | 0 | 0 | 0 |
| 3 | 53,429.00 | 56,686.00 | 58,342.00 | 60,166.00 | 61,821.00 | 63,873.00 | 65,529.00 | 0 | 0 |
| 4 | 54,616.00 | 57,867.00 | 59,523.00 | 61,351.00 | 63,007.00 | 65,056.00 | 66,712.00 | 68,986.00 | 70,643.00 |
| 5 | 56,022.00 | 59,277.00 | 60,934.00 | 62,757.00 | 64,412.00 | 66,465.00 | 68,123.00 | 70,394.00 | 72,051.00 |
| 6 | 57,654.00 | 60,907.00 | 62,563.00 | 64,390.00 | 66,047.00 | 68,096.00 | 69,752.00 | 72,026.00 | 73,682.00 |
| 7 | 59,515.00 | 62,767.00 | 64,422.00 | 66,248.00 | 67,906.00 | 69,956.00 | 71,613.00 | 73,885.00 | 75,542.00 |
| 8 | 61,594.00 | 64,853.00 | 66,509.00 | 68,333.00 | 69,990.00 | 72,041.00 | 73,696.00 | 75,976.00 | 77,632.00 |
| 9 | 63,903.00 | 67,162.00 | 68,818.00 | 70,643.00 | 72,297.00 | 74,349.00 | 76,006.00 | 78,281.00 | 79,936.00 |
| 10 | | 69,698.00 | 71,352.00 | 73,178.00 | 74,834.00 | 76,883.00 | 78,539.00 | 80,818.00 | 82,473.00 |
| 11 | | 72,456.00 | 74,113.00 | 75,933.00 | 77,588.00 | 79,646.00 | 81,303.00 | 83,577.00 | 85,233.00 |
| 12 | | | | 78,923.00 | 80,581.00 | 82,629.00 | 84,286.00 | 86,559.00 | 88,216.00 |
| 13 | | | | | | 85,837.00 | 87,494.00 | 89,771.00 | 91,427.00 |
| 14 | | | | | | | | 93,209.00 | 94,866.00 |
| 17 | 17 TO 19 years 4% added to base = | | | | | | | 96,936.00 | 98,592.00 |
| 20 | 20 to 22 years 5% added to base = | | | | | | | 97,868.00 | 99,524.00 |
| 23 | 23 to 25 years 6% added to base = | | | | | | | 98,801.00 | 100,457.00 |
| 26 | 26 to 28 years 7% added to base = | | | | | | | 99,733.00 | 101,389.00 |
| 29 | 29 to 31 years 8% added to base = | | | | | | | 100,663.00 | 102,318.00 |
| 32 | 32 + years 9% added to base = | | | | | | | 101,598.00 | 103,252.00 |
| 1. Transferred Experience: Experience outside the District is granted on a year-for-year basis up to 13 years for teachers hired subsequent to July 1, 2002. The highest initial placement for teachers hired subsequent to July 1, 2002, will be step 14. | | | | | | | | | |
| 2. Experience of less than 75% of a year is not applicable to the salary schedule. | | | | | | | | | |
| 3. Special Education credential: 1.5 units when teaching in a position requiring the authorization. | | | | | | | | | |
| 4. Certificated personnel holding a Doctorate Degree will receive an additional \$900 (not listed on salary schedule). | | | | | | | | | |
| 5. Teachers who are eligible for horizontal movement will be placed on the maximum vertical step for which they are eligible. | | | | | | | | | |

10/26/2016

ESCALON UNIFIED SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
2015-2016 184 DAYS

| | A | B | C | D | E | F | G | H | I | J |
|---|-------|-------|--------|-------|--------|-------|-------|-------|-------|-------------|
| YEAR | BA+12 | BA+24 | BA+36 | BA+36 | BA+48 | BA+48 | BA+60 | BA+60 | BA+72 | BA+72 |
| | | | | W/MA | | W/MA | | W/MA | | W/MA |
| 1 | 46318 | 46352 | 46385 | 47272 | 47272 | 48642 | 48298 | 50400 | 50125 | 52712 |
| 2 | 46352 | 47238 | 47272 | 48375 | 48236 | 50341 | 50056 | 52157 | 52564 | 54686 |
| 3 | 46385 | 47272 | 47921 | 50023 | 49960 | 52060 | 52325 | 54448 | 54577 | 56702 |
| 4 | 47272 | 47891 | 49604 | 51705 | 51621 | 54219 | 54113 | 56233 | 56559 | 58680 |
| 5 | 48182 | 49494 | 51345 | 53449 | 53328 | 55942 | 55910 | 58030 | 58535 | 60663 |
| 6 | 49816 | 51095 | 52964 | 55581 | 55503 | 57625 | 57665 | 59793 | 60507 | 62627 |
| 7 | 51421 | 53190 | 55139 | 57264 | 57249 | 59370 | 59463 | 61588 | 62483 | 64609 |
| 8 | 53548 | 54842 | 56824 | 58948 | 58957 | 61082 | 61268 | 63394 | 64476 | 66595 |
| 9 | 55189 | 56443 | 58518 | 60642 | 60657 | 62781 | 63046 | 65168 | 66453 | 68579 |
| 10 | 56810 | 58075 | 60225 | 62348 | 62343 | 64465 | 64822 | 66946 | 68441 | 70566 |
| 11 | | 59685 | 61903 | 64029 | 64051 | 66179 | 66624 | 68746 | 70360 | 72483 |
| 12 | | | 63588 | 65713 | 65792 | 67912 | 68405 | 70527 | 72401 | 74525 |
| 13 | | | | | 67483 | 69609 | 70180 | 72302 | 74349 | 76469 |
| 14 | | | | | | | 71993 | 74115 | 76351 | 78473 |
| 16 | | | *65307 | | *69307 | | 73938 | 76119 | 78411 | 80592 |
| 19 | | | | | | | 75932 | 78172 | 80528 | 82769 |
| 22 | | | | | | | 78213 | 80517 | 82946 | 85257 |
| 25 | | | | | | | | | 85433 | 87814 |
| Base salary of Non-Credentialed Teachers \$42,207 | | | | | | | | | | Eff. 1/2016 |

* Salaries reflected represent "grandfathered" compensation categories for eligible unit members

**HUGHSON UNIFIED SCHOOL DISTRICT
CERTIFICATED TEACHERS SALARY SCHEDULE
2016-17**

| Years | Intern (Emergency) (BA + Cred Less 5%) | BA + Cred | BA + Cred + 45 Units | BA + Cred + 60 Units | BA + Cred + 72 Units | BA + Cred + 84 Units |
|-------|--|--------------|-------------------------|-------------------------|-------------------------|-------------------------|
| | A | B | C | D | E | F |
| 1 | \$ 46,142 | \$ 48,571 | \$ 50,246 | \$ 51,979 | \$ 53,772 | \$ 55,627 |
| 2 | | \$ 50,246 | \$ 51,979 | \$ 53,772 | \$ 55,627 | \$ 57,546 |
| 3 | | \$ 51,979 | \$ 53,772 | \$ 55,627 | \$ 57,546 | \$ 59,532 |
| 4 | | \$ 53,772 | \$ 55,627 | \$ 57,546 | \$ 59,532 | \$ 61,586 |
| 5 | | \$ 55,627 | \$ 57,546 | \$ 59,532 | \$ 61,586 | \$ 63,711 |
| 6 | | \$ 57,546 | \$ 59,532 | \$ 61,586 | \$ 63,711 | \$ 65,908 |
| 7 | | \$ 59,532 | \$ 61,586 | \$ 63,711 | \$ 65,908 | \$ 68,183 |
| 8 | | \$ 61,586 | \$ 63,711 | \$ 65,908 | \$ 68,183 | \$ 70,535 |
| 9 | | \$ 63,711 | \$ 65,908 | \$ 68,183 | \$ 70,535 | \$ 72,968 |
| 10 | | \$ 65,908 | \$ 68,183 | \$ 70,535 | \$ 72,968 | \$ 75,486 |
| 11 | | | \$ 70,535 | \$ 72,968 | \$ 75,486 | \$ 78,090 |
| 12 | | | \$ 72,968 | \$ 75,486 | \$ 78,090 | \$ 80,784 |
| 13 | | | | \$ 78,090 | \$ 80,784 | \$ 83,571 |
| 14 | | | | | \$ 83,571 | \$ 86,455 |
| PD 16 | | | | | \$ 86,455 | \$ 89,437 |
| PD 19 | | | | | \$ 89,437 | \$ 92,522 |
| PD 22 | | | | | \$ 92,522 | \$ 95,715 |
| PD 25 | | | | | \$ 95,715 | \$ 99,016 |

PD = Professional Development
\$1,000.00 Additional paid for each Master's Degree earned.
\$9,130.00 Annual Benefit Package

Board Approved March 14, 2017

Lammersville Unified

2016-2017

Salary Schedule CSS - Certificated Salary Schedule

07/01/2016 - 06/30/2017

| | CL1 - Non Fully Credentialed | | CL2 - BA+30 | | CL3 - BA+45 | | CL4 - BA+60 | | CL5 - BA+75 | |
|----|------------------------------|-------|-------------|-------|-------------|-------|-------------|-------|-------------|-------|
| 1 | \$45,241 | \$246 | \$47,364 | \$257 | \$49,012 | \$266 | \$50,886 | \$277 | \$53,616 | \$291 |
| 2 | \$45,241 | \$246 | \$47,365 | \$257 | \$49,710 | \$270 | \$52,435 | \$285 | \$55,162 | \$300 |
| 3 | \$45,804 | \$249 | \$49,013 | \$266 | \$51,254 | \$279 | \$53,980 | \$293 | \$56,705 | \$308 |
| 4 | \$47,348 | \$257 | \$50,718 | \$276 | \$52,800 | \$287 | \$55,524 | \$302 | \$58,251 | \$317 |
| 5 | | | \$52,493 | \$285 | \$54,345 | \$295 | \$57,070 | \$310 | \$59,795 | \$325 |
| 6 | | | \$54,313 | \$295 | \$56,200 | \$305 | \$58,612 | \$319 | \$61,339 | \$333 |
| 7 | | | \$56,200 | \$305 | \$58,156 | \$316 | \$60,179 | \$327 | \$62,885 | \$342 |
| 8 | | | \$58,156 | \$316 | \$60,179 | \$327 | \$62,273 | \$338 | \$64,440 | \$350 |
| 9 | | | \$60,179 | \$327 | \$62,273 | \$338 | \$64,440 | \$350 | \$66,683 | \$362 |
| 10 | | | \$62,273 | \$338 | \$64,440 | \$350 | \$66,683 | \$362 | \$68,004 | \$375 |
| 11 | | | \$62,273 | \$338 | \$66,683 | \$362 | \$69,429 | \$377 | \$71,405 | \$388 |
| 12 | | | \$62,273 | \$338 | \$66,683 | \$362 | \$69,429 | \$377 | \$73,890 | \$402 |
| 13 | | | \$62,273 | \$338 | \$66,683 | \$362 | \$69,429 | \$377 | \$76,461 | \$416 |
| 14 | | | \$62,273 | \$338 | \$66,683 | \$362 | \$69,429 | \$377 | \$79,123 | \$430 |
| 15 | | | \$62,273 | \$338 | \$66,683 | \$362 | \$69,429 | \$377 | \$81,875 | \$445 |
| 16 | | | \$62,273 | \$338 | \$66,683 | \$362 | \$69,429 | \$377 | \$84,726 | \$460 |
| 17 | | | \$62,273 | \$338 | \$66,683 | \$362 | \$69,429 | \$377 | \$86,232 | \$469 |
| 18 | | | \$62,273 | \$338 | \$66,683 | \$362 | \$69,429 | \$377 | \$87,674 | \$476 |
| 19 | | | \$62,273 | \$338 | \$66,683 | \$362 | \$69,429 | \$377 | \$88,745 | \$482 |
| 20 | | | \$62,273 | \$338 | \$66,683 | \$362 | \$69,429 | \$377 | \$89,816 | \$488 |
| 21 | | | \$62,273 | \$338 | \$66,683 | \$362 | \$69,429 | \$377 | \$91,316 | \$496 |
| 22 | | | \$62,273 | \$338 | \$66,683 | \$362 | \$69,429 | \$377 | \$92,815 | \$504 |
| 23 | | | \$62,273 | \$338 | \$66,683 | \$362 | \$69,429 | \$377 | \$92,815 | \$504 |
| 24 | | | \$62,273 | \$338 | \$66,683 | \$362 | \$69,429 | \$377 | \$92,815 | \$504 |

Master's Stipend = \$1,800

Health Cap: \$12,192

| Lincoln Unified School District | | | | | | |
|---|----------|----------|----------|----------|----------|----------|
| 2015-2016 CERTIFICATED SALARY SCHEDULE | | | | | | |
| | A | B | C | D | E | F |
| | A(AB) | B(AB+15) | C(AB+30) | D(AB+45) | E(AB+60) | F(AB+75) |
| 1 | \$47,559 | \$47,758 | \$48,024 | \$48,289 | \$48,556 | \$49,222 |
| 2 | \$47,758 | \$48,024 | \$48,289 | \$48,556 | \$49,222 | \$51,483 |
| 3 | \$48,024 | \$48,289 | \$48,556 | \$49,222 | \$51,483 | \$53,744 |
| 4 | \$48,289 | \$48,556 | \$49,222 | \$51,483 | \$53,744 | \$56,006 |
| 5 | \$48,556 | \$49,222 | \$51,483 | \$53,744 | \$56,006 | \$58,269 |
| 6 | \$49,222 | \$51,483 | \$53,744 | \$56,006 | \$58,269 | \$60,529 |
| 7 | \$51,483 | \$53,744 | \$56,006 | \$58,269 | \$60,529 | \$62,791 |
| 8 | \$53,744 | \$56,006 | \$58,269 | \$60,529 | \$62,791 | \$65,187 |
| 9 | \$55,727 | \$58,269 | \$60,529 | \$62,791 | \$65,187 | \$67,580 |
| 10 | | | \$62,791 | \$65,187 | \$67,580 | \$69,975 |
| 11 | | | | \$67,580 | \$69,975 | \$72,370 |
| 12 | | | | | \$72,370 | \$74,764 |
| 13 | | | | | | \$77,159 |
| 14 | | | | | | \$78,046 |
| 15 | | | | | | \$78,931 |
| 16 | | | | | | \$79,820 |
| 17 | | | | | | \$80,706 |
| 18 | | | | | | \$81,595 |
| 19 | | | | | | \$82,478 |
| 20 | | | | | | \$83,588 |
| 21 | | | | | | \$84,696 |
| 22 | | | | | | \$85,805 |
| 23 | | | | | | \$87,135 |
| 24 | | | | | | \$88,466 |
| 25 | | | | | | \$89,796 |
| <p>185 contracted days</p> <p>Master's Degree = Additional \$1,000 annually</p> <p>Doctorate Degree = Additional \$1,200 annually</p> <p>Psychologists and Behavioral Specialist shall have their salary placement multiplied by a factor of 1.15</p> <p>Language, Speech and Hearing shall have their salary placement multiplied by a factor of 1.15</p> <p>7th & 8th grade teachers at K-8 sites shall have their salary placement multiplied by a factor of 1.05</p> <p>Nurses shall have their salary placement multiplied by a factor of 1.10</p> <p>Special Education teachers shall receive an additional \$1,000 above their normal position on the salary schedule</p> <p>The District will grant up to eleven (11) years of transfer credit. Therefore, the maximum step placement for new employees is "Step 10/12".</p> <p>All transfer credit must be earned in the last fifteen (15) years</p> <p><i>Revised July 10, 2013-additional 3 days-1.62%</i></p> <p><i>Revised May 14, 2014-additional 5.47%</i></p> <p><i>Revised March 11, 2015-additional 5.00% retro to 7/1/14</i></p> <p><i>Revised January 13, 2016-additional 3.1% retro to 7/1/15</i></p> | | | | | | |

MANTECA UNIFIED SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE (188 Days)

Effective July 1, 2015 (6%)

| | A | B | C | D | E | F | G | H | I |
|----|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | BA+15 | BA+30 | B+MA | BA+45 | D+MA | BA+60 | F+MA | BA+75 | H + MA |
| 1 | 50,806 | 50,806 | 50,806 | 50,806 | 52,291 | 52,291 | 52,834 | 52,881 | 54,992 |
| 2 | 50,806 | 50,806 | 52,813 | 52,813 | 52,921 | 53,230 | 55,345 | 55,520 | 57,723 |
| 3 | 51,777 | 51,777 | 52,813 | 53,095 | 55,222 | 55,612 | 57,811 | 58,164 | 60,457 |
| 4 | 51,777 | 52,566 | 54,645 | 55,303 | 57,508 | 58,031 | 60,332 | 60,771 | 63,191 |
| 5 | 52,813 | 54,592 | 56,759 | 57,508 | 59,798 | 60,457 | 62,846 | 63,403 | 65,931 |
| 6 | 52,813 | 56,588 | 58,829 | 59,708 | 62,094 | 62,883 | 65,392 | 66,017 | 68,666 |
| 7 | 53,931 | 58,569 | 60,908 | 61,911 | 64,382 | 65,264 | 67,869 | 68,666 | 71,397 |
| 8 | 55,520 | 60,550 | 62,972 | 64,126 | 66,675 | 67,693 | 70,380 | 71,263 | 74,087 |
| 9 | | 62,533 | 64,999 | 66,324 | 68,965 | 70,117 | 72,897 | 73,910 | 76,865 |
| 10 | | 64,560 | 67,115 | 68,530 | 71,263 | 72,545 | 75,409 | 76,507 | 79,552 |
| 11 | | 66,544 | 69,190 | 70,727 | 73,554 | 74,966 | 77,965 | 79,158 | 82,289 |
| 12 | | | | 72,942 | 75,848 | 77,347 | 80,438 | 81,759 | 85,018 |
| 13 | | | | | | 79,768 | 82,942 | 84,404 | 87,749 |
| 14 | | | | | | | | | |
| 15 | | | | | | | | | |
| 16 | | | | | | | | 86,389 | 89,828 |
| 17 | | | | | | | | | |
| 18 | | | | | | | | | |
| 19 | | | | | | | | 88,414 | 91,942 |
| 20 | | | | | | | | | |
| 21 | | | | | | | | | |
| 22 | 56,320 | 67,344 | 69,990 | 73,742 | 76,648 | 80,568 | 83,742 | 91,240 | 94,861 |
| 23 | | | | | | | | | |
| 24 | | | | | | | | | |
| 25 | 57,120 | 68,144 | 70,790 | 74,542 | 77,448 | 81,368 | 84,542 | 92,040 | 95,661 |
| 26 | | | | | | | | | |
| 27 | | | | | | | | | |
| 28 | 58,720 | 69,744 | 72,390 | 76,142 | 79,048 | 82,968 | 86,142 | 93,640 | 97,261 |

SALARY PLACEMENT FOR UNIT MEMBERS WITHOUT CREDENTIALS

Unit members hired without a preliminary credential will be placed at A-1 on the adopted salary schedule and will remain at that step until a preliminary credential is obtained. When the unit member provides the District with documentation showing that a preliminary credential has been obtained, the employee's salary placement will be revised to give full credit for accepted years of experience and units of professional growth. The unit member's compensation for this new placement is not retroactive.

Revised -August 12, 2015

**MODESTO CITY SCHOOLS
CERTIFICATED SALARY SCHEDULE
2015-2016**

SCHEDULE A – ANNUAL SALARY

| STEP | BA + 12 Column 1 | BA + 24 Column 2 | BA + 36 Column 3 | BA + 48 Column 4 | BA + 60 Column 5 | BA + 72 Column 6 | STEP | W/M Column 2 | W/M Column 3 | W/M Column 4 | W/M Column 5 | W/M Column 6 |
|------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 1 | 56,836 | 56,838 | 57,063 | -- | -- | -- | 1 | 56,838 | 57,777 | -- | -- | -- |
| 2 | 56,838 | 56,838 | 58,955 | 62,165 | -- | -- | 2 | 56,889 | 59,678 | 62,883 | -- | -- |
| 3 | 56,838 | 58,069 | 60,853 | 64,057 | 67,684 | -- | 3 | 58,788 | 61,571 | 64,783 | 68,402 | -- |
| 4 | 57,612 | 59,968 | 62,746 | 65,952 | 69,837 | 73,646 | 4 | 60,689 | 63,471 | 66,671 | 70,308 | 74,370 |
| 5 | 59,511 | 61,863 | 64,647 | 67,847 | 71,481 | 75,545 | 5 | 62,583 | 65,368 | 68,574 | 72,199 | 76,265 |
| 6 | 61,412 | 63,763 | 66,541 | 69,743 | 73,373 | 77,451 | 6 | 64,473 | 67,263 | 70,468 | 74,098 | 78,172 |
| 7 | 63,301 | 65,656 | 68,440 | 71,637 | 75,275 | 79,344 | 7 | 66,378 | 69,164 | 72,367 | 75,996 | 80,060 |
| 8 | 65,196 | 67,556 | 70,327 | 73,538 | 77,163 | 81,231 | 8 | 68,274 | 71,057 | 74,270 | 77,900 | 81,955 |
| 9 | -- | 69,453 | 72,232 | 75,427 | 79,060 | 83,135 | 9 | 70,172 | 72,956 | 76,151 | 79,790 | 83,855 |
| 10 | -- | 71,345 | 74,125 | 77,325 | 80,960 | 85,021 | 10 | 72,072 | 74,847 | 78,047 | 81,686 | 85,753 |
| 11 | -- | -- | 76,022 | 79,226 | 82,855 | 86,925 | 11 | -- | 76,746 | 79,949 | 83,572 | 87,648 |
| 12 | -- | -- | 77,921 | 81,124 | 84,746 | 88,819 | 12 | -- | 78,634 | 81,846 | 85,475 | 89,541 |
| 13 | -- | -- | -- | 83,022 | 86,655 | 90,718 | 13 | -- | -- | 83,738 | 87,375 | 91,443 |
| 14 | -- | -- | -- | -- | 88,551 | 92,615 | 14 | -- | -- | -- | 89,983 | 94,045 |
| 18 | 67,070 | 73,219 | 79,795 | 84,895 | 90,425 | 94,489 | 18 | 73,945 | 80,509 | 85,611 | 91,857 | 95,919 |
| 21 | 68,944 | 75,092 | 81,667 | 86,768 | 92,298 | 96,362 | 21 | 75,819 | 82,381 | 87,484 | 93,730 | 97,791 |
| 24 | 71,534 | 77,681 | 84,257 | 89,357 | 94,888 | 98,952 | 24 | 78,408 | 84,971 | 90,073 | 96,320 | 100,381 |
| 27 | 74,712 | 80,859 | 87,435 | 92,535 | 98,066 | 102,131 | 27 | 81,587 | 88,149 | 93,251 | 99,498 | 103,561 |
| 31 | 76,514 | 82,663 | 89,238 | 94,338 | 99,868 | 103,933 | 31 | 83,389 | 89,952 | 95,054 | 101,300 | 105,363 |

DOCTORATE DEGREE STIPEND – MA PLACEMENT + 1.973

Board Approved: 02/29/2016

This schedule represents a 4% + 2% increase as of January 1, 2016 over the 2014-15 schedule.

1/25/2017

OAKDALE JOINT UNIFIED SCHOOL DISTRICT
Certificated Salary Schedule (Including Masters)
Effective: 7/1/2016
3.30%

| | CERT A (I) | B (II) 15 units | C (III) 30 units | D (IV) 45 units | E (V) 60 units | F (VI) 75 units |
|--------|---------------|--------------------|---------------------|--------------------|-------------------|--------------------|
| Step 1 | 45,620 | 47,755 | 49,875 | 52,004 | 54,137 | 56,270 |
| 2 | 47,755 | 49,875 | 52,004 | 54,137 | 56,270 | 58,388 |
| 3 | 49,875 | 52,004 | 54,137 | 56,270 | 58,388 | 60,517 |
| 4 | 52,004 | 54,137 | 56,270 | 58,388 | 60,517 | 62,651 |
| 5 | 54,137 | 56,270 | 58,388 | 60,517 | 62,651 | 64,779 |
| 6 | 56,270 | 58,388 | 60,517 | 62,651 | 64,779 | 66,901 |
| 7 | 58,388 | 60,517 | 62,651 | 64,779 | 66,901 | 69,034 |
| 8 | | 62,651 | 64,779 | 66,901 | 69,034 | 71,167 |
| 9 | | | 66,901 | 69,034 | 71,167 | 73,297 |
| 10 | | | | 71,167 | 73,297 | 75,418 |
| 11 | | | | | 75,418 | 77,558 |
| 12 | | | | | | 79,688 |
| 13 | | | | | | 81,817 |
| 14 | | | | | | 83,949 |
| 18 | 60,140 | 64,530 | 68,908 | 73,302 | 77,680 | 86,467 |
| 22 | 61,945 | 66,465 | 70,976 | 75,501 | 80,010 | 89,061 |
| 26 | 63,803 | 68,460 | 73,104 | 77,766 | 82,411 | 91,734 |
| 30 | 65,717 | 70,513 | 75,297 | 80,099 | 84,883 | 94,485 |

Masters: \$2,281 (5% of base - step 1 -A (1))
TRAD 182 Day Work Year

Board Approved: 01/23/17

Ripon Unified School District
2014-2015
CERTIFICATED SALARY SCHEDULE
184 DAYS

| STEP | A BA/BS + 12 | B BA/BS + 24 | C BA/BS + 36 | D BA/BS + 48 | E BA/BS + 60 | F BA/BS + 72 | STEP |
|------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|------|
| 1 | 42,585.70 231.44 | 43,583.27 230.87 | 45,518.80 247.38 | 47,001.33 258.70 | 50,635.84 275.19 | 53,886.90 292.85 | 1 |
| 2 | 43,352.76 235.01 | 44,765.65 243.20 | 46,727.02 253.05 | 48,811.59 255.28 | 51,846.05 291.77 | 55,097.11 299.44 | 2 |
| 3 | 44,562.96 242.10 | 46,003.68 250.02 | 47,957.23 260.53 | 50,039.68 271.05 | 53,054.27 288.34 | 56,309.30 306.03 | 3 |
| 4 | 45,773.16 248.77 | 47,215.87 256.01 | 49,147.43 267.11 | 51,232.00 278.43 | 54,264.47 294.92 | 57,515.53 312.58 | 4 |
| 5 | 46,983.37 255.34 | 48,428.06 263.20 | 50,359.62 273.00 | 52,440.22 285.00 | 55,476.66 301.50 | 58,723.75 319.15 | 5 |
| 6 | 48,193.57 261.92 | 49,632.31 269.74 | 51,567.84 280.20 | 53,654.40 291.00 | 56,686.87 308.08 | 59,933.95 325.73 | 6 |
| 7 | 49,403.78 268.50 | 50,844.50 276.33 | 52,780.03 286.05 | 54,862.62 298.17 | 57,899.06 314.97 | 61,144.16 332.31 | 7 |
| 8 | 50,615.97 275.09 | 52,052.72 282.90 | 53,992.22 293.44 | 56,074.81 304.75 | 59,107.28 321.24 | 62,356.35 338.89 | 8 |
| 9 | 51,826.18 281.66 | 53,266.90 289.49 | 55,202.43 300.01 | 57,287.00 311.34 | 60,315.45 327.60 | 63,564.57 345.45 | 9 |
| 10 | 53,038.37 288.25 | 54,479.09 296.08 | 56,412.63 306.50 | 58,491.24 317.80 | 61,525.70 334.38 | 64,774.77 352.04 | 10 |
| 11 | | 55,689.29 302.65 | 57,622.84 313.17 | 59,701.45 324.45 | 62,737.85 340.87 | 65,984.98 358.81 | 11 |
| 12 | | | 58,835.03 319.70 | 60,913.64 331.05 | 63,950.08 347.55 | 67,195.18 365.19 | 12 |
| 13 | | | 58,835.03 319.70 | 62,125.83 337.04 | 65,160.29 354.13 | 68,812.76 373.08 | 13 |
| 14 | | | 58,835.03 319.70 | 62,125.83 337.04 | 66,372.48 360.72 | 70,430.34 382.77 | 14 |
| 15 | | | 58,835.03 319.70 | 62,125.83 337.04 | 66,372.48 360.72 | 72,047.92 391.56 | 15 |
| 16 | | | 58,835.03 319.70 | 62,125.83 337.04 | 66,372.48 360.72 | 72,047.92 391.56 | 16 |
| 17 | | | 58,835.03 319.70 | 62,125.83 337.04 | 66,372.48 360.72 | 72,047.92 391.56 | 17 |
| 18 | | | 58,835.03 319.70 | 62,125.83 337.04 | 66,372.48 360.72 | 72,047.92 391.56 | 18 |
| 19 | | | 58,835.03 319.70 | 62,125.83 337.04 | 66,372.48 360.72 | 72,047.92 391.56 | 19 |
| 20 | | | 64,544.26 350.78 | 68,790.90 373.89 | 78,458.63 420.41 | 82,119.05 446.30 | 20 |
| 21 | | | | | | 82,119.05 446.30 | 21 |
| 22 | | | | | | 82,119.05 446.30 | 22 |
| 23 | | | | | | 82,119.05 446.30 | 23 |
| 24 | | | | | | 82,119.05 446.30 | 24 |
| 25* | | | | | | 83,119.05 452.17 | 25 |

\$1,000* Longevity Increment paid after 25 years of Certificated Teaching

*Teacher must be on Column F Step 20 and have completed 10 consecutive years of employment with the District.

Top figure in each cell is annual salary. Bottom figure in each cell is daily rate.

Revised May 11, 2015
Effective July 1, 2014

| Increases to Salary Schedule | Increases to Salary Schedule | Increases to Salary Schedule | Increases to Salary Schedule |
|------------------------------|------------------------------|------------------------------|------------------------------|
| 2014-2015 | 8.00% | 2009 - 12/14 | 0.00% |
| | | 2007-2008 | 2.75% |
| | | 2006-2007 | 4.00% |
| | | 2005-2006 | 3.00% |
| | | 2004-2005 | 2.00% |
| | | 2003-2004 | 0.00% |
| | | 2002-2003 | 2.02% |
| | | 2001-2002 | 4.34% |
| | | 2000-2001 | 7.00% |
| | | 1999-2000 | 2.90% |

APPENDIX A2
RIVERBANK UNIFIED SCHOOL DISTRICT
CERTIFICATED SALARY SCHEDULE
2016-2017

| | A1 LESS THAN BA | AA BA | BB(1) BA+24 | CC(2) BA+36 | DD(3) BA+48 | EE(4) BA+60 | FF(5) BA+72 | GG(6) BA+75 | HH(7) BA+78 | II(8) BA+81 | JJ(9) BA+84 |
|-----------------------------------|--------------------|----------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| STEP 1 & 2 | 47,302 | 48,511 | 49,722 | 51,519 | 53,516 | 55,414 | 57,311 | | | | |
| STEP 3 | 49,157 | 50,367 | 51,619 | 53,516 | 55,414 | 57,311 | 59,208 | | | | 61,106 |
| STEP 4 | 51,012 | 52,264 | 53,516 | 55,414 | 57,311 | 59,208 | 61,106 | | | | 63,003 |
| STEP 5 | 52,867 | 54,140 | 55,414 | 57,310 | 59,208 | 61,106 | 63,003 | | | | 64,900 |
| STEP 6 | | | | 59,207 | 61,106 | 63,003 | 64,900 | 65,374 | 65,850 | 66,322 | 66,797 |
| STEP 7 | | | | 61,104 | 63,003 | 64,900 | 66,797 | 67,272 | 67,747 | 68,219 | 68,695 |
| STEP 8 | | | | 63,002 | 64,900 | 66,797 | 68,695 | 69,169 | 69,644 | 70,116 | 70,592 |
| STEP 9 | | | | | 66,797 | 68,694 | 70,592 | 71,066 | 71,541 | 72,014 | 72,490 |
| STEP 10 | | | | | 68,694 | 70,591 | 72,489 | 72,963 | 73,439 | 73,910 | 74,387 |
| STEP 11 | | | | | | 72,488 | 74,386 | 74,860 | 75,336 | 75,808 | 76,285 |
| STEP 12 | | | | | | 74,385 | 76,284 | 76,757 | 77,233 | 77,705 | 78,183 |
| STEP 13 | | | | | | 76,284 | 78,181 | 78,656 | 79,129 | 79,602 | 80,079 |
| STEP 14 | | | | | | 78,181 | 80,078 | 80,553 | 81,026 | 81,500 | 81,976 |
| STEP 15 | | | | | | 80,078 | 81,975 | 82,450 | 82,924 | 83,397 | 83,873 |
| STEP 18 | | | | | | 82,479 | 84,434 | 84,923 | 85,410 | 85,898 | 86,388 |
| 3% above Step 15 | | | | | | | | | | | |
| STEP 20 | | | | | | 84,081 | 86,074 | 86,572 | 87,068 | 87,566 | 88,066 |
| 5% ABOVE Step 15 | | | | | | | | | | | |
| STEP 25 | | | | | | 85,683 | 87,713 | 88,221 | 88,728 | 89,235 | 89,744 |
| 7% above Step 15 | | | | | | | | | | | |
| Base for Calculation of Stipends: | | | | | | | | | | | |

\$47,302

Column JJ becomes column GG as soon as current columns GG, HH & II become obsolete.

All italicized cells become obsolete as soon as no certificated employee is being paid salary based upon that cell.

*Effective July 1, 2014, all new allocated Counselor positions shall be placed on the Teacher Salary Schedule (A2). Contracted days will remain the same at 193. Counselors shall be paid their per diem rate for the additional days.

Board of Trustees
Ratified: 8/25/16

**Salida Teachers' Association
2016-2017 Certificated Salary Schedule**

| Range | Step 1 | | | | | |
|---|----------------|----------------|----------------|----------------|----------------|----------------|
| Intern | 47,068 | | | | | |
| Range | BA + 12 | BA + 24 | BA + 36 | BA + 48 | BA + 60 | BA + 72 |
| 1 | 49,856 | 50,867 | 51,103 | | | |
| 2 | 50,853 | 50,867 | 53,065 | 56,393 | | |
| 3 | 50,867 | 52,145 | 55,032 | 57,778 | 62,119 | |
| 4 | 51,671 | 54,120 | 56,998 | 60,322 | 64,094 | 68,309 |
| 5 | 53,643 | 56,081 | 58,967 | 62,294 | 66,064 | 70,289 |
| 6 | 55,609 | 58,048 | 60,933 | 64,258 | 68,027 | 72,252 |
| 7 | 57,570 | 60,013 | 62,904 | 66,225 | 69,997 | 74,220 |
| 8 | 59,542 | 61,984 | 64,863 | 68,198 | 71,967 | 76,185 |
| 9 | | 63,958 | 66,835 | 70,158 | 73,928 | 78,149 |
| 10 | | 65,917 | 68,807 | 72,133 | 75,904 | 80,113 |
| 11 | | | 70,779 | 74,103 | 78,104 | 82,091 |
| 12 | | | 72,745 | 76,062 | 79,826 | 84,050 |
| 13 | | | | 78,039 | 81,809 | 86,022 |
| 14 | | | | | 83,775 | 87,996 |
| 15 | | | | | | 89,606 |
| 16 | | | | | | 89,606 |
| 17 | | | | | | 90,585 |
| 18 | | | | | | 90,585 |
| 19 | | | | | | 90,585 |
| 20 | | | | | | 90,585 |
| 21 | | | | | | 90,585 |
| 22 | | | | | | 92,151 |
| 23 | | | | | | 92,151 |
| 24 | | | | | | 92,151 |
| 25 | | | | | | 92,151 |
| 26 | | | | | | 94,108 |
| 27 | | | | | | 94,108 |
| 28 | | | | | | 94,108 |
| 29 | | | | | | 94,108 |
| 30 | | | | | | 96,716 |
| 187 Contracted Base Days | | | | | | |
| 185 Contracted Base Days (commencing 2017-18) | | | | | | |
| Master Stipend: \$2,266 | | | | | | |
| Doctorate Stipend: \$2,266 | | | | | | |
| Board Approved 1/24/17 | | | | | | |



San Joaquin County Office of Education
2016-2017

TEACHER SALARY SCHEDULE

| STEP | CL1 BA PLUS 15 UNITS | CL2 BA PLUS 30 UNITS | CL3 BA PLUS 45 UNITS | CL4 BA PLUS 60 UNITS | CL5 BA PLUS 75 UNITS | CL6 BA PLUS 90 UNITS |
|------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| 1 | \$45,931.00 | \$47,985.00 | \$50,039.00 | \$52,088.00 | \$54,147.00 | \$56,211.00 |
| 2 | \$45,931.00 | \$47,985.00 | \$50,039.00 | \$52,088.00 | \$54,147.00 | \$56,211.00 |
| 3 | \$47,938.00 | \$49,988.00 | \$52,051.00 | \$54,095.00 | \$56,147.00 | \$57,832.00 |
| 4 | \$49,939.00 | \$51,993.00 | \$54,041.00 | \$56,093.00 | \$58,145.00 | \$59,890.00 |
| 5 | \$51,947.00 | \$53,994.00 | \$56,052.00 | \$58,095.00 | \$60,146.00 | \$61,951.00 |
| 6 | \$53,951.00 | \$55,997.00 | \$58,058.00 | \$60,101.00 | \$62,145.00 | \$64,012.00 |
| 7 | \$55,945.00 | \$57,997.00 | \$60,054.00 | \$62,106.00 | \$64,153.00 | \$66,073.00 |
| 8 | \$57,949.00 | \$60,005.00 | \$62,055.00 | \$64,108.00 | \$66,159.00 | \$68,145.00 |
| 9 | \$59,961.00 | \$62,013.00 | \$64,059.00 | \$66,113.00 | \$68,154.00 | \$70,202.00 |
| 10 | \$61,963.00 | \$64,011.00 | \$66,291.00 | \$68,114.00 | \$70,162.00 | \$72,269.00 |
| 11 | \$61,963.00 | \$66,608.00 | \$68,062.00 | \$70,107.00 | \$72,156.00 | \$74,322.00 |
| 12 | \$61,963.00 | \$68,012.00 | \$70,061.00 | \$72,121.00 | \$74,162.00 | \$76,390.00 |
| 13 | \$61,963.00 | \$68,012.00 | \$72,066.00 | \$74,119.00 | \$76,183.00 | \$78,470.00 |
| 14 | \$61,963.00 | \$68,012.00 | \$72,066.00 | \$74,119.00 | \$76,183.00 | \$78,470.00 |
| 15 | \$61,963.00 | \$68,012.00 | \$72,066.00 | \$74,119.00 | \$76,183.00 | \$78,470.00 |
| 16 | \$61,963.00 | \$68,012.00 | \$72,066.00 | \$76,212.00 | \$78,279.00 | \$80,628.00 |
| 17 | \$61,963.00 | \$68,012.00 | \$72,066.00 | \$76,212.00 | \$78,279.00 | \$80,628.00 |
| 18 | \$61,963.00 | \$68,012.00 | \$72,066.00 | \$76,212.00 | \$78,279.00 | \$80,628.00 |
| 19 | \$61,963.00 | \$68,012.00 | \$72,066.00 | \$78,305.00 | \$80,374.00 | \$82,784.00 |
| 20 | \$61,963.00 | \$68,012.00 | \$72,066.00 | \$78,305.00 | \$80,374.00 | \$82,784.00 |
| 21 | \$61,963.00 | \$68,012.00 | \$72,066.00 | \$78,305.00 | \$80,374.00 | \$82,784.00 |
| 22 | \$61,963.00 | \$68,012.00 | \$72,066.00 | \$80,409.00 | \$82,471.00 | \$84,945.00 |
| 23 | \$61,963.00 | \$68,012.00 | \$72,066.00 | \$80,409.00 | \$82,471.00 | \$84,945.00 |
| 24 | \$61,963.00 | \$68,012.00 | \$72,066.00 | \$80,409.00 | \$82,471.00 | \$84,945.00 |
| 25 | \$61,963.00 | \$68,012.00 | \$72,066.00 | \$82,502.00 | \$84,563.00 | \$87,098.00 |
| 26 | \$61,963.00 | \$68,012.00 | \$72,066.00 | \$82,502.00 | \$84,563.00 | \$87,098.00 |
| 27 | \$61,963.00 | \$68,012.00 | \$72,066.00 | \$82,502.00 | \$84,563.00 | \$87,098.00 |
| 28 | \$61,963.00 | \$68,012.00 | \$72,066.00 | \$84,563.00 | \$86,679.00 | \$89,276.00 |

- Placement on the salary schedule shall be determined by the years of fully credentialed teaching experience and units earned beyond the Bachelor's Degree (minimum 75% of school year, Ref: E.C. 44900) granting year for year experience credit and that full-time contracted teaching experience under a Waiver and Intern programs will be credited toward total years of experience.
- A career increment shall be granted to teachers commencing their 16th, 19th, 22nd, 25th and 28th year who have met the following requirements:
 - Have reached Class IV, V, and VI.
 - Have completed 15, 18, 21, 24 (and 27 for Class IV, V and VI) years of creditable service requiring certification with the San Joaquin County Office of Education. Creditable service shall include appropriate experience outside the County Office of Education which was granted at the time of initial placement on the salary schedule.
 - Must have completed Master's Degree to move to Class VI.
- An additional \$1,500 shall be granted for Master's Degree. Stipend will be pro-rated for less than full-time employment. (Effective 7/1/00, this shall be interpreted to include employees holding alternative certifications.)
- An additional \$3,000 shall be granted for Doctoral Degree (Ph.D. or Ed.D.). Stipend will be pro-rated for less than full-time employment. The maximum of one stipend shall be paid per employee and shall be based on the highest degree earned.
- An additional \$1,700 Stipend shall be granted for certificated employees assigned to the Special Education Department. Stipend will be pro-rated for less than full-time equivalent. (Excluding LSH employees)
- An additional \$500 Stipend shall be granted to certificated staff who meet defined proficiency standards in Spanish or sign language when assigned to designated bilingual or DHOH classes. Stipend will be pro-rated for less than full-time equivalent. (Excluding LSH employees)
- An additional \$1,000 Stipend shall be granted to certificated staff holding a BCLAD certificate when assigned to designated bilingual classes. Stipend will be pro-rated for less than full-time equivalent. (Excluding LSH employees)
- Employee's paid on this Salary Schedule are required as a condition of continued employment, to either join CTA or pay the Association a service fee in an amount not to exceed the standard union fee, periodic dues, and general assessments of the organization.

| CLASSIFICATIONS |
|----------------------------------|
| Behavior Intervention Specialist |
| Teacher-Counselor |
| Teacher |

**STOCKTON TEACHERS ASSOCIATION
STA SALARY SCHEDULE
Effective July 1, 2016***

| Step | CLASS 1A NON CREDENTIALLED (Annual) | CLASS A BA (Annual) | CLASS B BA+15 (Annual) | CLASS C BA+30 OR MA (Annual) | CLASS D BA+45 OR MA+15 (Annual) | CLASS E BA+60 OR MA+30 (Annual) | CLASS F BA+75 INC MA,PHD,ED (Annual) |
|------|---|------------------------|---------------------------|------------------------------------|---------------------------------------|---------------------------------------|--|
| 01 | 47,720 | 49,082 | 49,082 | 49,082 | 49,082 | 50,320 | 52,997 |
| 02 | 47,720 | 49,082 | 49,082 | 49,082 | 49,082 | 52,793 | 55,679 |
| 03 | 47,720 | 49,082 | 49,082 | 49,082 | 52,174 | 55,267 | 58,362 |
| 04 | 47,720 | 49,082 | 49,082 | 51,558 | 54,443 | 57,744 | 61,041 |
| 05 | 47,720 | 49,082 | 50,524 | 53,618 | 56,713 | 60,220 | 63,725 |
| 06 | 47,720 | 49,082 | 52,382 | 55,681 | 58,981 | 62,695 | 66,408 |
| 07 | | 51,144 | 54,238 | 57,744 | 61,248 | 65,170 | 69,089 |
| 08 | | 52,791 | 56,094 | 59,808 | 63,521 | 67,646 | 71,768 |
| 09 | | 54,442 | 57,951 | 61,868 | 65,787 | 70,120 | 74,451 |
| 10 | | 56,092 | 59,807 | 63,933 | 68,056 | 72,597 | 77,134 |
| 11 | | 57,742 | 61,659 | 65,995 | 70,325 | 75,071 | 79,813 |
| 12 | | 59,392 | 63,520 | 68,056 | 73,934 | 78,987 | 84,023 |
| 13 | | 59,392 | 63,520 | 68,056 | 73,934 | 78,987 | 84,023 |
| 14 | | 59,392 | 63,520 | 68,056 | 73,934 | 78,987 | 84,023 |
| 15 | | 59,392 | 63,520 | 68,056 | 73,934 | 80,022 | 85,050 |
| 16 | | 59,392 | 63,520 | 68,056 | 73,934 | 80,022 | 85,050 |
| 17 | | 59,392 | 63,520 | 68,056 | 75,998 | 81,052 | 86,082 |
| 18 | | 61,452 | 65,581 | 70,119 | 77,030 | 82,081 | 87,115 |
| 19 | | 61,452 | 65,581 | 70,119 | 77,030 | 82,081 | 87,115 |
| 20 | | 61,452 | 65,581 | 70,119 | 77,030 | 82,081 | 87,115 |
| 21 | | 63,516 | 67,641 | 72,180 | 78,058 | 83,110 | 88,144 |
| 22 | | | | | | 83,110 | 88,144 |
| 23 | | | | | | 83,110 | 88,144 |
| 24 | | | | | | 84,153 | 91,456 |

- * 3.0 % increase effective 07/01/16
4.0 % increase for 2015-16 effective 07/01/16
5.5 % increase effective 07/01/15
3.0 % increase effective 07/01/14
1.0 % and 3.0 % increase effective 07/01/13

184 Days
Rev 1/19/2017 JF

Appendix J
March 17, 2017

TRACY UNIFIED SCHOOL DISTRICT
 CERTIFICATED SALARY SCHEDULE B
 Effective July 1, 2016
 3.5% Increase

APPENDIX B

(For unit members with BA + 30 and a valid California Teaching Credential)

| STEP | CLASS III BA + 30 & Valid California Teaching Credential | CLASS IV BA + 45 & Valid California Teaching Credential | CLASS V BA + 60 & Valid California Teaching Credential | CLASS VI BA + 75 & Valid California Teaching Credential | STEP |
|------|--|---|--|---|------|
| 1 | \$50,395 | \$52,148 | \$53,965 | \$55,841 | 1 |
| 2 | \$50,396 | \$52,150 | \$53,966 | \$55,842 | 2 |
| 3 | \$52,150 | \$53,966 | \$55,842 | \$57,786 | 3 |
| 4 | \$53,966 | \$55,842 | \$57,786 | \$59,797 | 4 |
| 5 | \$55,842 | \$57,786 | \$59,797 | \$61,879 | 5 |
| 6 | \$57,786 | \$59,797 | \$61,879 | \$64,031 | 6 |
| 7 | \$59,797 | \$61,879 | \$64,031 | \$66,260 | 7 |
| 8 | \$61,879 | \$64,031 | \$66,260 | \$68,566 | 8 |
| 9 | \$64,031 | \$66,260 | \$68,566 | \$70,952 | 9 |
| 10 | \$66,260 | \$68,566 | \$70,952 | \$73,421 | 10 |
| 11 | | \$70,952 | \$73,421 | \$75,976 | 11 |
| 12 | | | | \$78,621 | 12 |
| 14 | | | | \$81,356 | 14 |
| 16 | | | | \$84,188 | 16 |
| 18 | | | | \$87,117 | 18 |
| 20 | | | | \$90,150 | 20 |
| 22 | | | | \$93,286 | 22 |

\$1860 Stipend (3.69% of the non-adjusted Class III, Step 1 Salary Schedule B) for the following:

- Doctorate Degree (Ph.D.)
- Masters Degree
- Alternative Education Unit members
- District identified Bilingual Classroom Unit members
- ESL Unit members
- Designated ELD classroom unit members
- Special Education Unit members
- Resource Unit members
- Reading Specialists
- Technology Support Advisors

Compensation for Class Coverage will be paid at the rate of \$42.15 per hour or period as applicable.

TURLOCK UNIFIED SCHOOL DISTRICT

CERTIFICATED SALARY SCHEDULE

2016-17

| STEP | I BA to BA +44 | II BA to BA +44 w/MA | III BA +45 | IV BA +45 w/MA | V BA +60 | VI BA +60 w/MA | VII BA +75 | VIII BA +75 w/MA |
|------|----------------------|-------------------------------|---------------|----------------------|-------------|----------------------|---------------|------------------------|
| 1 | 53,441 | 54,643 | 55,873 | 57,270 | 58,701 | 60,169 | 61,824 | 63,524 |
| 2 | 54,643 | 55,873 | 57,270 | 58,701 | 60,169 | 61,824 | 63,524 | 65,271 |
| 3 | 55,873 | 57,270 | 58,701 | 60,169 | 61,824 | 63,524 | 65,271 | 67,066 |
| 4 | 57,270 | 58,701 | 60,169 | 61,824 | 63,524 | 65,271 | 67,066 | 68,910 |
| 5 | 58,701 | 60,169 | 61,824 | 63,524 | 65,271 | 67,066 | 68,910 | 70,977 |
| 6 | 60,169 | 61,824 | 63,524 | 65,271 | 67,066 | 68,910 | 70,977 | 73,107 |
| 7 | 61,824 | 63,524 | 65,271 | 67,066 | 68,910 | 70,977 | 73,107 | 75,300 |
| 8 | 63,524 | 65,271 | 67,066 | 68,910 | 70,977 | 73,107 | 75,300 | 77,559 |
| 9 | 65,271 | 67,066 | 68,910 | 70,977 | 73,107 | 75,300 | 77,559 | 79,886 |
| 10 | | | 70,977 | 73,107 | 75,300 | 77,559 | 79,886 | 82,482 |
| 11 | | | | | 77,559 | 79,886 | 82,482 | 85,162 |
| 12 | | | | | 79,886 | 82,482 | 85,162 | 87,930 |
| 13 | | | | | 82,482 | 85,162 | 87,930 | 90,788 |
| 14 | | | | | | | 90,788 | 93,739 |
| 15 | | | | | | | 93,739 | 96,785 |
| 21 | 66,773 | 68,568 | 72,479 | 74,609 | 83,984 | 86,664 | 95,241 | 98,287 |
| 26 | 68,275 | 70,070 | 73,981 | 76,111 | 85,486 | 88,166 | 96,743 | 99,789 |
| 31 | 69,777 | 71,572 | 75,483 | 77,613 | 86,988 | 89,668 | 98,245 | 101,291 |

Classifications

Column I - BA Degree to BA+44 semester units or 88 quarter units.

Column II - BA Degree to BA+44 semester units or 88 quarter units with MA (Masters or earned Doctorate degree)

Column III - BA Degree +45 semester units or 87 1/2 quarter units.

Column IV - BA Degree +45 semester units or 87 1/2 quarter units with MA (Masters or earned Doctorate degree)

Column V - BA Degree +60 semester units or 90 quarter units.

Column VI - BA Degree +60 semester units or 90 quarter units with MA (Masters or earned Doctorate degree)

Column VII - BA Degree +75 semester units or 112 1/2 quarter units.

Column VIII - BA Degree +75 semester units or 112 1/2 quarter units with MA (Masters or earned Doctorate degree)

See Article V, 5.17.1 for language specific to Units for Salary Advancement (ref. BP 4131 Staff Development)

The deadline for filing transcripts and verification of employment for column advancement shall be September 10th.

ANNUAL BENEFIT AMOUNT - \$8,124**

183 WORK DAY SCHEDULE

**See Article V, 5.2.1 for language specific to cash out opportunity.

The effective date for this schedule shall be July 1, 2016. It shall remain in effect until supplanted by a new schedule.

Adopted by the Board of Trustees: October 18, 2016

WATERFORD UNIFIED SCHOOL DISTRICT

2016-17

CERTIFICATED SALARY SCHEDULE

Board Approved: _____

(District/Union 1st Yr of 2-Yr Agreement date: April 11, 2016)

Effective: 1-Jul-16

(Fully Ratified by WTA on _____)

3.00% Pay raise

(Teacher salary Step I, Col I raised to Step I Col II)

1.0300

| | I 24 UNITS | | II 36 UNITS | | III 48 UNITS | | IV 60 UNITS | | V 72 UNITS | |
|----|---------------|-------|----------------|-------|-----------------|-------|----------------|---------|---------------|-------|
| 1 | 49,488 | | 49,488 | 0 | 51,484 | 1,997 | 53,481 | 1,997 | 55,478 | 1,997 |
| 2 | 49,488 | 0 | 51,484 | 1,997 | 53,481 | 1,997 | 55,478 | 1,997 | 57,475 | 1,997 |
| 3 | 51,484 | 1,997 | 53,481 | 1,997 | 55,478 | 1,997 | 57,475 | 1,997 | 59,471 | 1,997 |
| 4 | 53,481 | 1,997 | 55,478 | 1,997 | 57,475 | 1,997 | 59,471 | 1,997 | 61,468 | 1,997 |
| 5 | 55,478 | 1,997 | 57,475 | 1,997 | 59,471 | 1,997 | 61,468 | 1,997 | 63,465 | 1,997 |
| 6 | 58,899 | 3,421 | 60,896 | 3,421 | 62,893 | 3,421 | 64,890 | 3,421 | 66,886 | 3,421 |
| 7 | 60,896 | 1,997 | 62,893 | 1,997 | 64,890 | 1,997 | 66,886 | 1,997 | 68,883 | 1,997 |
| 8 | 62,893 | 1,997 | 64,890 | 1,997 | 66,886 | 1,997 | 68,883 | 1,997 | 70,880 | 1,997 |
| 9 | | | 66,886 | 1,997 | 68,883 | 1,997 | 70,880 | 1,997 | 72,877 | 1,997 |
| 10 | | | | | 70,880 | 1,997 | 72,877 | 1,997 | 74,874 | 1,997 |
| 11 | | | | | | | 76,298 | 3,421 | 78,295 | 3,421 |
| 12 | | | | | | | 78,295 | 1,997 | 80,292 | 1,997 |
| 13 | | | | | | | | | 82,289 | 1,997 |
| 14 | | | | | | | | | 84,285 | 1,997 |
| 19 | | | | | | | | 102.75% | 86,603 | 2,318 |
| 24 | | | | | | | | 103.50% | 89,634 | 3,031 |
| 28 | | | | | | | | 103.50% | 92,771 | 3,137 |

1.2 FTE School Psychologist (190 work days/8 hours per day)*

1.2 FTE H.S. Counselor (195 work days/8 hours per day)*

1.2 FTE School Nurse ((190 work days)/8hrs/day)*

1.05 FTE Speech Therapist (190 work days)*

1.16 FTE Agriculture Teacher (215 work days)*

Stipends

Masters' Degree..... 1,000

Reading Specialist**..... 1,000

Special Education Specialist*..... 1,000

BCLAD**..... 1,000

*Work year beyond 182 days is contingent upon annual funding.

**To receive a stipend a teacher must be assigned to a class requiring the specialist credential

Longevity

Employees on Steps 19 to 23 will receive 2.75% of Step 14 and employees on

Step 24 or more will receive 3.50% of Step 19.

Step 28 or more will receive 3.50% of Step 24.

Health Benefits are capped at \$10,680 with no restrictions EFFECTIVE 10/01/16

6/18/2016